

# ALL HANDS

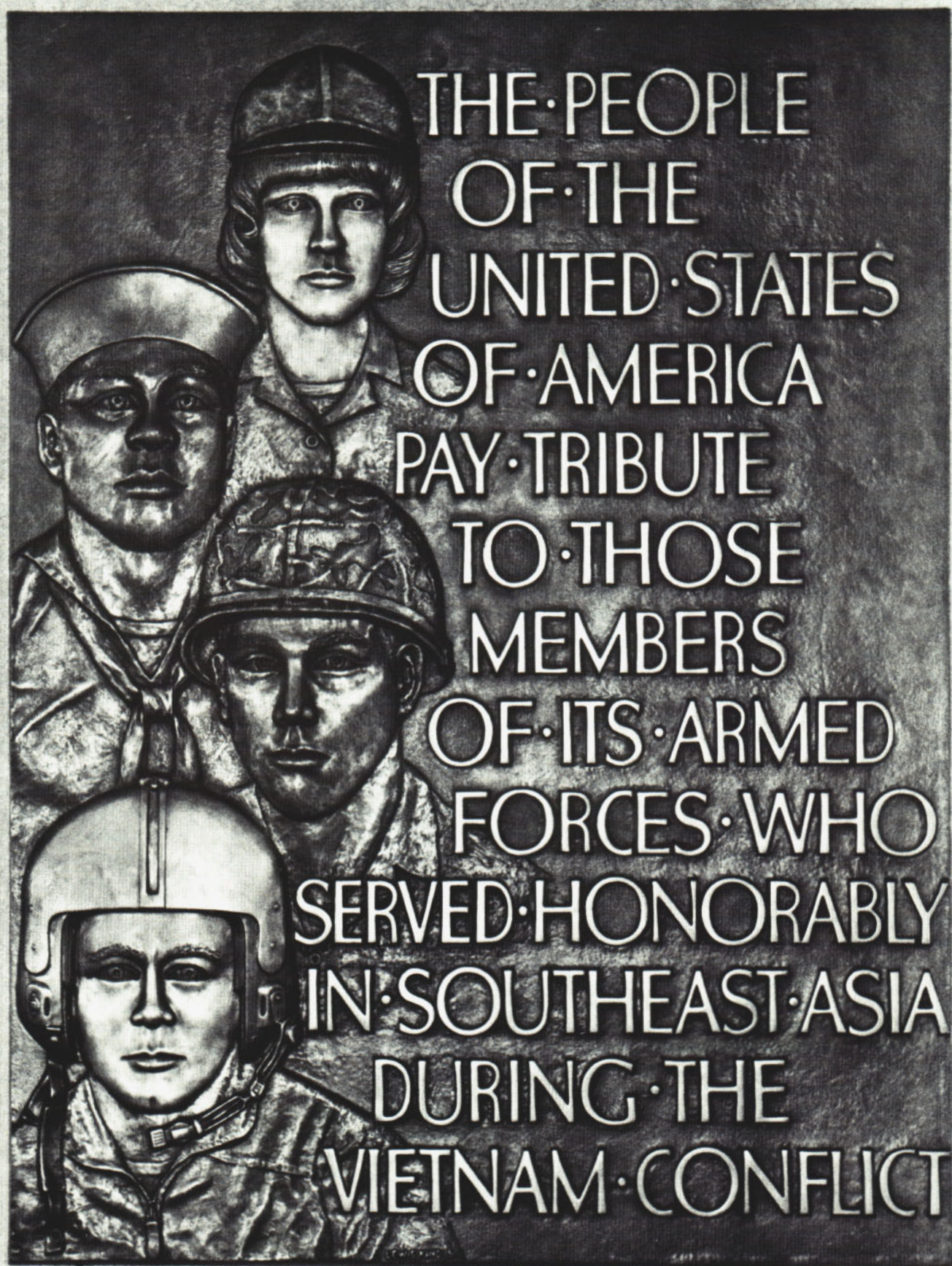
MAY 1979



BuPers changes  
to NMPC

At the heart of a ship—  
the BTs aboard  
USS Concord





*The memorial plaque honoring those who served honorably in Vietnam, was unveiled by President Jimmy Carter last Veterans Day at Arlington National Cemetery. The work in bronze, executed by Lewis King, is on display in the Trophy Room at the Memorial Amphitheater near the Tomb of the Unknown Soldier. Photo by PHAN Mark Sanders, USNR-R.*





Page 6



Page 28



Page 37

# ALL HANDS

MAGAZINE OF THE U.S. NAVY — 56th YEAR OF PUBLICATION  
MAY 1979 NUMBER 748

Chief of Naval Operations: ADM Thomas B. Hayward  
Chief of Information: RADM David M. Cooney  
OIC Navy Internal Relations Act.: CAPT James E. Wentz

## Features

- 6 **NAVY REORGANIZES BUPERS**  
Keeping in touch with modern management methods
- 10 **1979 CALL FOR FUNDS**  
Kicking off the Navy Relief Fund Drive
- 12 **TURNING AND BURNING**  
BTs keep the ship's heart pumping
- 21 **CREO — CAREER REENLISTMENT OBJECTIVES**  
New rules make for easier conversion
- 24 **SECNAV/CNO POSTURE STATEMENTS**  
Reporting on the State of the Navy
- 28 **THE BATTLE OF THE CORAL SEA**  
Thirty-seven years ago — but remembered still
- 32 **THEY RUN ON PRIDE**  
Flying Rifles work as one
- 37 **PAY AND ALLOWANCES**  
Sixth in a series on Navy Rights and Benefits

## Departments

2 Currents      18 Bearings      48 Mail Buoy

## Covers

Front: BT3 John Comer is one of a number of people who keep USS *Concord* (AFS 5) "Turning and Burning." To find out how and why, see the story starting on page 12. Photo by JO1 Jerry Atchison.

Back: AT3 Theresa Brennan, a member of the Flying Rifles, participates in a sunset colors ceremony. The story of this precision team begins on page 22. Photo by PH1 Michael F. Wood.

Staff: Editor: John F. Coleman; News Editor: Joanne E. Dumene  
Associates: Richard Hosier (Layout); Michael Tuffli (Art); Edward Jenkins, JO1(SS) Pete Sundberg (Research); and Elaine McNeil (Editorial Assistant)

Send mail to: *All Hands*, Hoffman No. 2, 200 Stovall St., Alexandria, Va. 22332.

Phone: (202) 325-0495; AUTOVON 221-0495.

Message: NAVINRELACT WASHINGTON DC (PASS TO *ALL HANDS*)



# Currents

## Fleet Reserve Transfers on Last Day of Month

People transferring to the Fleet Reserve may now expect to receive their first paycheck sooner. Recently, a number of Navy activities tackled the problem of how to reduce the time required to issue the initial retainer check. They discovered that procedures could be standardized to speed response time if all Fleet Reserve transfers were authorized on the last day of the month. Therefore, to provide better service in establishing new retired pay accounts, transfers to the Fleet Reserve will be authorized only on the last day of the month, commencing Jan. 31, 1980. Fleet Reserve transfer authorizations already issued which grant transfer dates other than the last day of the month remain in effect. BUPERS Notice 1830 of Feb. 26, outlines the policy change.

## Largest Amphib Makes First WestPac Deployment

USS *Tarawa* (LHA 1), first in a new class of amphibious assault ships and the largest amphibious ship in service, arrived in Pearl Harbor, Hawaii, recently on the first leg of its initial WESTPAC deployment. In Hawaii, *Tarawa* and other units of Amphibious Squadron Seven embarked 1,200 Marines of the 37th Marine Amphibious Unit and their equipment. *Tarawa*, 820 feet long at the flight deck and 20 stories high, is second in size only to an aircraft carrier. Fully loaded, the ship displaces some 39,000 tons and is capable of speeds in excess of 20 knots. The ship is named for the November 1943 Battle of Tarawa, the fight for the first Pacific atoll taken by U.S. Marines in World War II. Accompanying *Tarawa* are USS *St. Louis* (LKA 116), USS *Denver* (LPD 9), USS *Fort Fisher* (LSD 40), USS *Barbour County* (LST 1195) and USS *Schenectady* (LST 1185). The ships and embarked Marines will participate in amphibious operations during deployment with the Seventh Fleet.

## Reenlistment Bonus for the Naval Reserve Okayed

Naval Reserve personnel in certain ratings are now eligible for a reenlistment bonus if they reenlist for a three- or six-year period, or if they extend for three years. Members of the Selected Reserve in the following ratings are eligible for the incentive award: AO, ASE, ASH, ASM, AT, AX, EW, FTM, GMM, GMT, MN, OT and PR. The bonus payments will total \$1,800 for six years and \$900 for three years. Half the bonus is paid at the start of the reenlistment term and the rest is paid in increments of \$150 at the end of each year. To qualify, the member can have no more than nine years total military service at the time of reenlistment or extension, nor can he previously have received a reenlistment or extension bonus for service in the Selected Reserve. Additionally, the member must have satisfactory participation in reserve training for the previous year at the time of reenlistment or extension. Complete information will be included in a future change to BUPERSINST 5400.42E.



## Large Soviet Naval Force Deployed to Med



In what was probably the greatest display of deployed Soviet naval firepower in history, 10 principal Soviet surface combatants were in the Mediterranean in March. Two *Kiev*-class carriers, one *Kresta II* and two *Kara*-class guided missile cruisers, two MOD *Kashin* guided missile destroyers, two *Krivak*-class destroyers, and the frigate *Riga* were among the units cruising the Mediterranean. Also present was the Soviet navy's largest amphibious warfare ship, the *Ivan Rogov*. Three naval oilers, including the new construction *Berezina*, are supporting the force. The number of surface combatants deployed to the Mediterranean is not unusual, but there are several firsts associated with the current Soviet force composition: the deployment by the carrier *Minsk*, dual carrier deployment and operations, the deployment by the *Kara*-class cruiser *Tashkent*, and observance of underway, alongside replenishment by the oiler *Berezina*. U.S. naval forces in the Mediterranean in March included two aircraft carriers, both with significantly greater capability than the Soviet *Kiev* ships, as well as the nuclear-powered guided missile cruisers *South Carolina* and *Virginia*. The Soviet carriers, accompanied by the two *Kara*-class cruisers, and *Berezina* and *Ivan Rogov* departed the Mediterranean on March 14, and entered the Atlantic Ocean.

## Navy Braces for Energy Shortage; Gasoline Allocations May Be Low



The Navy is gearing up for cuts in energy consumption as a result of the current world shortfall in oil production. In ALNAV 25/79, Secretary of the Navy W. Graham Claytor Jr. announced specific measures to reduce energy consumption by five percent at Navy shore and administrative facilities. Specific reductions in activities that affect operational readiness such as flying hours, ship steaming hours, and ground operations are not included. "However, commanders are directed to exercise all possible energy economies consistent with maintaining operational readiness," Secretary Claytor said in the message. Some of the specified energy reduction measures include:

- Rigid enforcement of federal heating standards
- Reduction of energy usage including strict compliance with lighting standards for work stations and work areas
- Strict control on use of cars, trucks and other ground vehicles
- Aggressive pursuit of energy awareness programs
- Use of alternate fuels such as natural gas and coal where feasible and environmentally possible

"This situation highlights the precarious energy posture of the United States and serves to emphasize the urgent need to reduce our nation's dependence on imported petroleum," the secretary explained. "The Navy is a leader in energy programs and we expect to meet this challenge with positive leadership and measurable results." The Navy Resale System Office issued guidelines to service stations in the event allocations of gasoline are low. Some of those guidelines included reducing hours of operations, limiting the number of gallons sold each day, limiting gallons sold to each customer and reducing days of operation. These and other steps may be employed by Navy Exchange Service Stations depending upon the gasoline supply situation in each area. Changes in availability, price and hours will be announced locally.



## New High Cost Areas for TEMADD Travelers



One way to keep up with the ever-mounting inflation spiral is to increase the maximum reimbursement rates for military personnel sent to certain areas of the United States on temporary duty. Effective March 1, the DOD Per Diem Committee did just that. The following cities and counties are among those recently designated high cost areas with new maximum allowable daily rates of \$43 based on cost increases in the area: Chicago, Cook and Lake Counties, Ill.; Oakland, Calif., and Alameda County; Monterey, Calif., and Monterey County; Newark, N.J., and Bergen, Essex, Hudson, Passaic and Union Counties; San Jose, Calif., and Santa Clara County; San Mateo, Calif., and San Mateo County. Currently, per diem is based on \$35 for temporary duty. However if the individual travels to a high cost area, including the new ones listed above, reimbursement is on an actual expense basis unless reimbursement on a per diem basis is requested. To receive payment for actual expenses, personnel must keep lodging receipts and a list of other expenses and submit them to the disbursing officer with their claim. *Joint Travel Regulations*, Volume One, contains a list of existing high cost areas and additional information.

## Names Picked for Hydrofoil-Patrol Ships

Taurus (the bull), Aquila (the eagle), Aries (the ram), and Gemini (the twins) have been approved as the names of the four combatant missile (hydrofoil) patrol ships now under construction. The ships will complete a squadron of six patrol hydrofoil missileships (PHM) being built by Boeing Marine Systems. The prototype of the class, USS *Pegasus* (PHM 1), was commissioned in 1977. Ships of this class are named for constellations. *Taurus*, *Aquila*, *Aries*, *Gemini*, a fifth ship named *Hercules*, and *Pegasus* will perform surface warfare and patrol missions. PHMs are capable of speeds in excess of 40 knots, even in heavy seas. Armament includes *Harpoon* missiles, a rapid-fire 76mm lightweight gun, MK-92 gunfire control system, and the rapid bloom offboard chaff system.

## NRL Technique Separates Oil from Bilge Water

Bilge water. It's oily, it takes up space, and it's potentially dangerous. What can you do with it? In San Diego, Calif., a technique developed by the Naval Research Laboratory (NRL) is being used to separate the oil from the bilge water. The oil is then sold and the clean water is returned to the environment. The new technique, which is helping alleviate water pollution in the San Diego Harbor area, is being used in a bilge waste collection and treatment system developed by the Naval Facilities Engineering Command. The collection and treatment system consists of a doughnut-shaped 26,000-gallon tank aboard a waste oil raft towed to ships in the harbor. The bilge waste is pumped into the tank at the ship site and then returned to dockside for the demulsification process. Using the technique developed by NRL, certain compounds are mixed in the oily bilge waste and the oil is separated from the mixture. Dr. Ralph C. Little, NRL's principal investigator in the research, said oil recovery officials at the San Diego Naval Station are very pleased with the NRL technique. "The NRL technique is not only a means of diminishing oil pollution problems, but is also a more effective and economical way to dispose of oily waste matter from ships," Dr. Little said.



## Navy League National Award Winners Announced

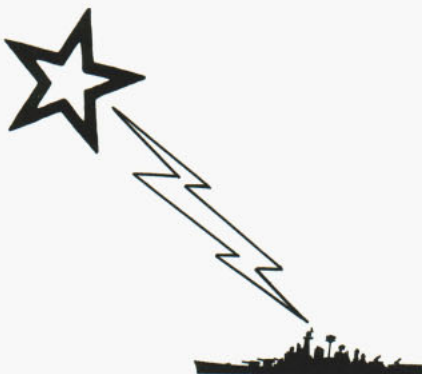


The Navy League of the United States has announced the 1979 winners of its National Awards for Outstanding Achievements in Leadership, Maritime Affairs, Science, Service to Community and Literature. The Navy award winners are:

- The John Paul Jones Award for Inspirational Leadership – Captain Jerry O. Tuttle, while serving as commanding officer, USS *Kennedy* (CV 67).
- The Admiral Claude V. Ricketts Award for Inspirational Leadership by a Navy Enlisted Man. (For the first time, three awards are being presented in this category) – Senior Chief Radioman Delbert R. Wheat, USS *Forrestal* (CV 59) and Naval Communication Area Master Station, Atlantic; Senior Chief Boiler Technician Richard J. Evans, USS *Pensacola* (LSD 38); and Senior Chief Construction Electrician George J. Wright Sr., U.S. Naval Mobile Construction Battalion 133.
- The Captain Winifred Quick Collins Award for Superior Performance of Duty by a Woman Officer – Lieutenant (junior grade) Andrea E. Rice, Fleet Composite Squadron One, assigned to the Pacific Fleet.
- The Stephen Decatur Award for Operational Competence – Chief Aviation Antisubmarine Warfare Operator Thomas K. Hohl, Patrol Squadron Six, assigned to the Pacific Fleet.
- The Robert M. Thompson Award for Outstanding Civilian Leadership – George T. Welsh, Head Football Coach, U.S. Naval Academy.
- The Rear Admiral William S. Parsons Award for Scientific and Technical Progress – Captain Alfred Skolnick, Project Manager, Navy High Energy Laser Project.
- The John A. McIntire Navy Judge Advocate Writing Award – Lieutenant Commander Roger F. Pitkin, JAGC, Naval Justice School, Newport, R.I., for his article "The Military Justice System: An Analysis from the Defendant's Perspective."

The awards were presented April 19 during the 1979 Navy League Convention in Dallas, Texas.

## First At-Sea Tests of NAVSTAR Navigation Look Promising



Initial at-sea tests of a new Satellite Radio Navigation System have shown amazing accuracy. An error of only 50 feet was achieved in a man overboard scenario using the NAVSTAR Global Positioning System (GPS) during tests aboard USS *Fanning* (FF 1076). A precision anchoring test came within 100 yards of the anchorage point using NAVSTAR GPS. Ultimately, 24 satellites will transmit accurately timed L-band signals around the clock to subsurface, surface and air forces. NAVSTAR GPS tests look particularly promising for ASW and other navigation requirements. During harbor navigation exercises, GPS demonstrated better than 50-yard accuracy. Operating in fog on GPS alone, *Fanning* navigated San Diego Harbor under 150- to 800-yard visibility conditions. The system will be operational for the first time in 1986 when 18 satellites will be available. Full operational capability is expected in 1987 when 24 satellites will be in orbit.



Modernizing the personnel picture

# Navy Reorganizes BuPers





BY JO1 DAN WHEELER

After 36 years' service, the Bureau of Naval Personnel (BuPers) ceased to exist on Oct. 31, 1978. Two new commands replaced it: the Deputy Chief of Naval Operations for Manpower, Personnel and Training (OP-01) headed by Vice Admiral Robert B. Baldwin; and the Naval Military Personnel Command (NMPC) headed by Rear Admiral Carl J. Seiberlich.

Though the Navy's central personnel department underwent significant realignment, few people in the fleet have noticed. Their letters to "Bureau of Naval Personnel, Washington, D.C." continue to find their way to the proper "Pers" department at Arlington Annex.

What, then, is different? *All Hands* recently met with RADM Seiberlich, Commander of NMPC, to find out just that.

**Q.** *Admiral Seiberlich, why was BuPers reorganized?*

**A.** We've done more than simply reorganize BuPers; we are actually reorganizing the Navy's entire manpower, personnel and training system to get it aligned with the total force.

Several years ago, Congress decided the Navy's personnel management system was too fragmented. Requirements for active duty, civilian and reserve personnel, contractor support and training were being handled by agencies that communicated with each other, but didn't work closely enough together—a major reorganization was needed.

Vice Admiral Robert S. Salzer (Ret) headed a group which studied how we could reorganize to meet personnel requirements. VADM Salzer presented a conceptual plan to then-Chief of Naval Operations Admiral J.L. Holloway III (which he approved). Next, a civilian contractor was hired to refine concepts in the Salzer Study and we picked up the reorganizational plan in-house. During the following 18 months, we devised a plan to put manpower, personnel and training management requirements into a usable organization. The result was the creation of the Deputy Chief of Naval Operations for

Manpower, Personnel and Training (OP-01) headed by VADM Baldwin.

**Q.** *Isn't VADM Baldwin the Chief of Naval Personnel?*

**A.** Yes. VADM Baldwin will retain that title to indicate that he directs the Navy's personnel management. We needed an officer at the three-star level with direct access to the CNO to represent all civilian and military personnel. Therefore, the titles of DCNO (MPT) and Chief of Naval Personnel were retained for VADM Baldwin. Additionally, he has cognizance over three field commands: Naval Civilian Personnel Command, Chief of Naval Education and Training, and Naval Military Personnel Command (NMPC) which I command.

**Q.** *What is OP-01's responsibility?*

**A.** OP-01 handles all Navy personnel policy-making functions. At the staff level in OP-01, we previously had OP-01C which was the manpower shop and PERS-2 which handled personnel planning and programming. These people were double-hatted and worked together to make policy. The organization, however, was not in line with the planning, programming and budgeting organization that exists in the remainder of the OpNav staff. The reorganization of OP-01, bringing manpower, personnel and training under one roof, set it up in the same way as the rest of OpNav.

**Q.** *What, then, is the function of NMPC?*

**A.** We are a Navywide personnel support command. We have taken over all the functions of BuPers except that of policy making which is handled by OP-01. NMPC gets policy direction from the CNO and OP-01.

We execute policy. Let me emphasize that: we do not make policy. We execute policy and there are advantages to that.

**Q.** *What advantages, admiral?*

**A.** One is that we can now devote our full attention to execution. Under the previous system, there were many people involved in both policy making and,

at the same time, carrying out policy.

**Q.** *What's wrong with that?*

**A.** One thing I've noticed during my years in the Navy is this: If you have a job requiring you to do both short-range and long-range things, you'll spend most of your time on the short-range assignments—the long-range things will suffer. Something that has to be done by 0800 tomorrow *can't wait*; something concerning a project with a 1985 deadline *can wait*, if it has to. Under the new system, long-range planners are in a separate department, whereas, in my command, we are involved in the day-to-day operations and management of personnel.

**Q.** *NMPC is your only responsibility?*

**A.** No, I'm double-hatted as the Deputy Chief of Naval Personnel. The reason is this: Under the law, there are about 58 interface points that must be dealt with by either the CNP or his deputy. If I were not the DCNP, VADM Baldwin would not have anyone to handle many of the routine responsibilities with which we are tasked under CNP requirements. This may change.

There is legislation being drafted now to effect changes to Title 10 of the U.S. Code to accommodate the new organization. I have under me certain third-echelon field commands—the Navy Recruiting Command, for instance—and expect that more will be added by the end of the year. All of these changes will be incorporated into the new law.

**Q.** *Will the BuPers Manual become the NMPC Manual, a simple name change?*

**A.** The *BuPers Manual*, as it now stands, includes both policy and procedures. I had some people take a preliminary look at it to see how easy it would be to separate the two and it's not going to be easy. It will have to be revised, but we can't actually revise the manual until the law has been changed. Once it is amended, we'll find out what the new law specifies relative to the overall interfaces of DCNO (MPT), NMPC, the Civilian Personnel Command, the CNO and the Secretary of the Navy—they're



all involved. At that time, I expect to deal with the problem of what to call the new manual(s).

**Q.** *People who have previously written to BuPers to find out about their orders, for instance...*

**A.** They'll write to the Naval Military Personnel Command. What's happening right now is people write to BuPers just as they've always done. If the subject falls within procedures, NMPC handles it; if it's about policy making, OP-01 handles it. We're not having any problems in that area; in fact, everything is proceeding smoothly.

As far as the rest of the operation, we have a section involved in the establishment of PASS offices; the maintenance of records, retirements and separations are handled by NMPC just as they were in BuPers.

**Q.** *Has the reorganization affected officer and enlisted detailing?*

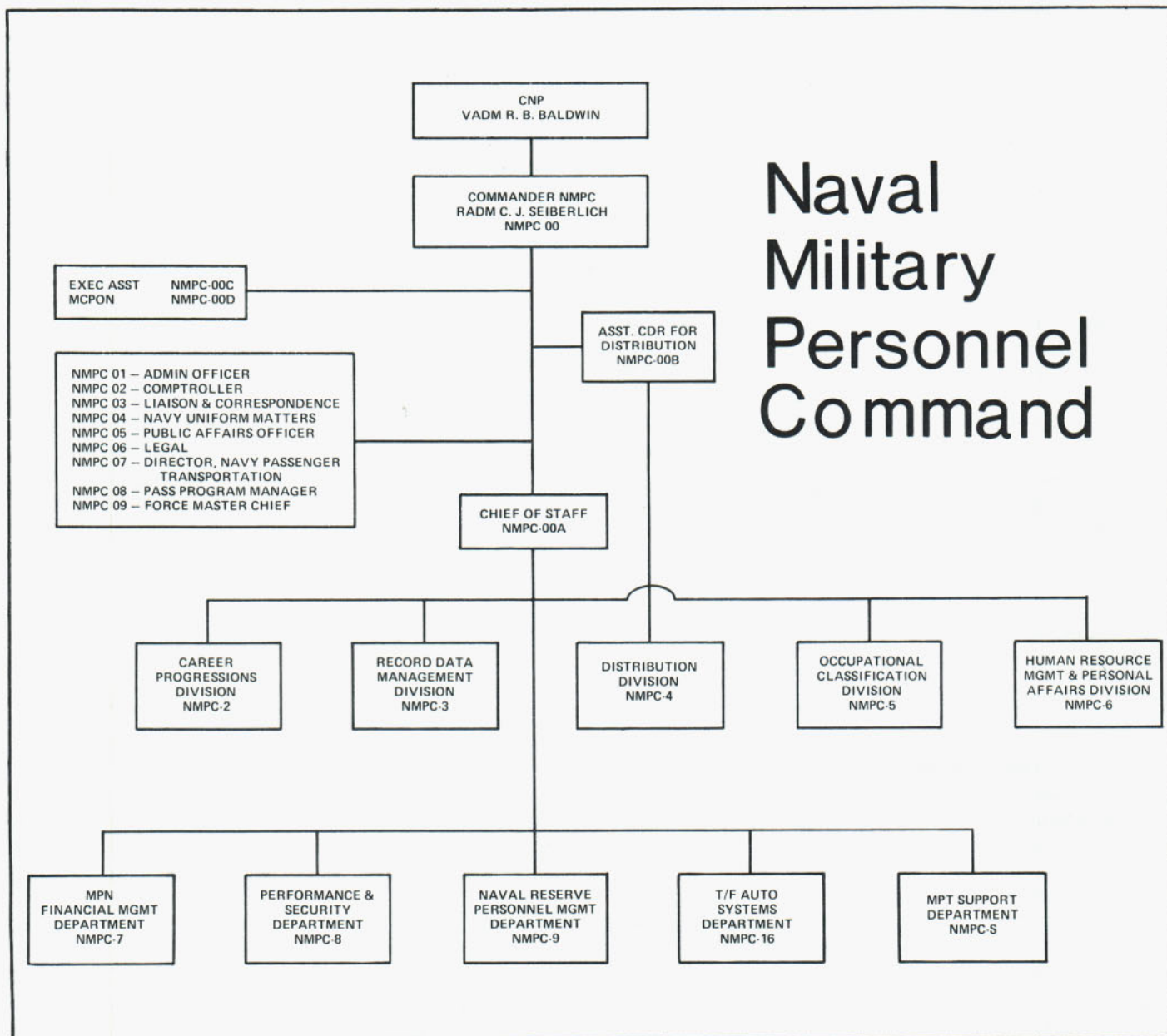
**A.** What used to be PERS-4 and PERS-5 have been combined so officer and enlisted detailing is handled in the same office. I did this because there are many support functions in the distribution system—management of permanent change of station manning,

order writing support, etc. We had one group of detailers writing enlisted orders and another writing officer orders. I've taken all support functions and combined them—we've saved a number of billets by doing this, but, if you're an officer or enlisted person in the field, you can't tell the difference.

**Q.** *Why not?*

**A.** You get the same person when you call your detailing section and we are providing the same services. It's simply been consolidated. I want to say here that the principal goal I have throughout this entire reorganization is to pro-

# Naval Military Personnel Command





vide better support and better service, particularly for enlisted and junior officer personnel.

By better service, I'm talking about an increase in information available to detailers so they can do an even better job in matching the right person with the right billet. A detailer can work hard and have an excellent attitude, but, if he doesn't have enough information available identifying billets, those qualified to fill them and the desires of those qualified, then he can't do an optimum job.

We are improving the availability of information now. We are installing automatic data processing (ADP) equipment capable of storing all the needed information.

**Q.** Obviously, more information will improve detailing. Are there any other benefits?

**A.** I feel one significant thing we can do to improve retention in the Navy is improve the detailing system, to make it more responsive to the individual. Just as surely as I am interested in improving service to enlisted personnel, I feel strongly about helping the junior officer community. We have a shortage in the grades of lieutenant and lieutenant commander. I think we have to adjust to the fact that a few years ago we had replacements for almost anyone who separated from the Navy. That is no longer true. The inexhaustible supply is gone. As Admiral Hayward has stated, the retention of people now in the Navy is the most important goal we have facing us. One way we will retain them is by providing the best possible detailing.

**Q.** Specifically, how has combining officer and enlisted detailing made the process more efficient, other than eliminating certain clerical billets?

**A.** First, some background. A lot of people have asked why we moved the detailers out of the Annex. This building is being renovated. We are already moving some groups, such as OP-01, into new spaces. We had a choice of moving PERS-5 out to Georgia Avenue (about 20 miles away) and renovate their spaces in 25 months, or move PERS-4 and PERS-5 out there and

renovate in 16 months. We took the 16-month option and combined enlisted and officer detailing—something we had wanted to do anyway.

The advantage of combining them is this: We have a single group of detailers in charge of an entire unit or ship. If a command has a lieutenant and a master chief in the same department scheduled for rotation at the same time, for instance, we can immediately see it. Then, unlike before, we can arrange for a transition period and ensure everything is kept in balance. Previously, that would have been very difficult.

**Q.** Then the detailers are coming back to the Annex?

**A.** Yes, their moving out temporarily had absolutely nothing to do with the BuPers reorganization. They moved so we could renovate their spaces.

**Q.** When do you expect the new organization will have all of its divisions in one place?

**A.** We expect to have everyone who is part of OP-01 and NMPC in this building by February 1980. By then, the ADP support system will have been installed and our new word processing center will be in operation. Basically, we have applied modern science to this whole renovating business. We have systems furniture—it's less expensive, and you can get more people comfortably into a given space. We've applied the latest technology to office management so our people will have the best possible physical arrangements in which to conduct business.

**Q.** Will the "bureau" employ more people because of the reorganization?

**A.** No. As a matter of fact, we've had two personnel cuts assessed against us and we absorbed them. We are reducing with the rest of the Navy, doing more with less people. We are doing some things that weren't done previously, however, such as adequate long-range planning.

The most significant thing we've accomplished in the past several years is in the area of planning and programming. We are now considering person-

nel manning and training requirements before purchasing new weapons and other software systems. In the past, we used to buy a weapon and then worry about the manpower problem—now it's all done as a part of the original planning.

**Q.** Are there any location changes on the horizon for outlying commands such as those in New Orleans, for instance?

**A.** Not to my knowledge. The real change we're undergoing is not so much physical as organizational. We have separated policy making from policy execution. I don't foresee any major physical changes outside of Washington.

**Q.** Are OP-01 and NMPC co-equal organizations?

**A.** No. OP-01 is part of the OpNav staff, an echelon one command. NMPC is an echelon two command and those commands responsible to NMPC are echelon three commands.

**Q.** Then it is not correct to say that NMPC has replaced BuPers?

**A.** Absolutely not. BuPers was split into a policy-making command and a policy-executing command. NMPC performs all of the old BuPers executive functions while OP-01 performs the other functions.

**Q.** Is the main reason for the name change to show separation of functions?

**A.** That's correct. There was no way to split BuPers without changing the name. As far as people in the field are concerned, everything is basically the same—only the name has changed. They will continue to get all of the services and support received from BuPers, and more.

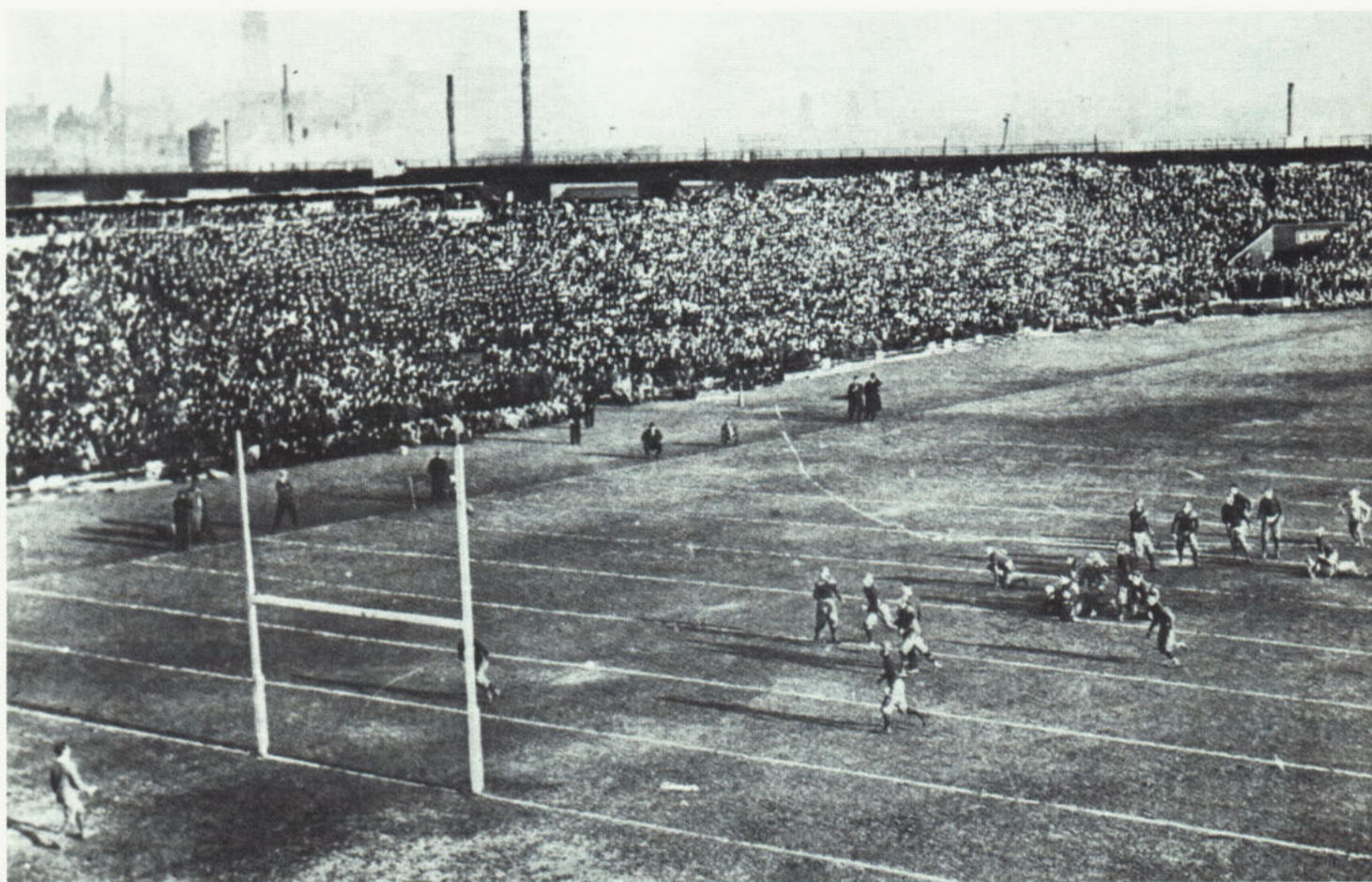
I think the reorganization will enable us to do a much better job of managing and defending our manpower requirements, and we will be able to give better service to all Navy people—they are, after all, the reason we are here. ↓



# Navy Relief

---

## \$9,000 Fund Began it All





Navy Relief and football don't seem to have much in common, but it was football that kicked off Navy Relief—way back in 1904. That year, the Navy's \$9,000 share of the proceeds from the Army and Navy football game was used to fund the infant Navy Relief Society.

Now, as in past years, the call goes out for funds for the Society. This year, Navy and Marine Corps installations worldwide, as well as ships at sea, will sponsor a variety of events to put Navy Relief over the top. Large items such as automobiles and stereo sets will be given away in the name of

Navy Relief. Smaller things—car tune-ups and car washes—for instance, will be offered too.

Dances, contests, radiothons and carnivals will help spark this year's drive which runs from May 4 to June 6.

The Society has grown to more than 3,600 volunteers and 200 paid staff members in the United States, Europe and the Far East. Today, the Navy Relief Society has expanded its services to include:

- personnel of the regular Navy and Marine Corps
- reservists on extended active duty

● retired members—those receiving retired or retainer pay after 20 or more years of active duty or those medically retired.

● members of the Fleet Reserve and Fleet Marine Corps Reserve.

● Coast Guard members serving as part of the Navy during wartime.

● dependents of living or deceased personnel, as listed above.

Because the dispensing of funds (1978 figures—latest available—show \$7.8 million was disbursed to members in the form of loans, grants and services) is the Society's primary function, it relies on the donations and volunteer services of Navy and Marine Corps people. Recent annual drives have netted about \$2 million.

Football may have given the Navy Relief Society its start, but the similarity ends there. With Navy Relief, everyone is a winner. ↓



*Opposite page, top: The Navy Relief Society's second chairman, ADM George Dewey; bottom: One of the early Army-Navy games. At left: Mrs. Frances J. Higginson, the founder of the Navy Relief Society.*



# Turning and Burning

BY JO1 JERRY ATCHISON

Life aboard ship gives sailors a chance to take a close-up look at the jobs of their shipmates. Ashore, chances are slim that a yeoman, for example, is going to come in contact with a radio-man or electronics technician on the job.

But sea duty means living and working side-by-side. It means seeing, on a day-to-day basis, the contributions being made by others who don't belong to one's own rate.

It seems a lot of sailors decide, for one reason or another, that the ship's boiler room and engineering spaces are off limits; a kind of no-man's land populated by greasy boiler technicians who have something to do with making the ship go.

Aboard the combat stores ship USS *Concord* (AFS 5), the myths surrounding the work BTs and MMs do and where they do it are just as strong. Those myths can also be just as wrong. If you go below decks you'll find the jobs done by people like Master Chief Boiler Technician Gerald Reich or Boiler Technician Third Class John Comer are just as important to the ship as they are unseen to the rest of the crew. Here's how Master Chief Reich explained it:

"It is the hardest working—yet most unheralded—rate in the Navy. All the rest of the crew sees is some bilge rat coming out of the holds. Sometimes, it

seems people take interest in us only when things go wrong.

"Why aren't we getting any hot water in the showers?" they ask. Or 'How come we don't have steam in the galley?' or 'What happened to the electrical power in the berthing spaces?'"

Commander Robert P. Glover, *Concord's* executive officer, echoed Reich's sentiments. "If you want an idea of what these people do for the ship, consider the engineering casualty drill we had yesterday. That drill left us dead in the water, with no electrical power and the fog closing in. That's as vulnerable as a Navy ship can be.

"Those people down in the holds are truly operating the heart of the ship. If it weren't for them, the Navy would have to ring up 'All Stop.' So their job may sometimes appear to be thankless, but certainly not from the skipper's point of view," he said.

People with any savvy at all about most Navy ships appreciate the fact that while engineering spaces are the heart of the ship, the steam produced by the boilers is the ship's blood. Steam drives the ship through the water, powers the countless pieces of electrical gear and, helps just about every shipboard task that can't be accomplished by crew members' muscles or minds.

Six or so decks below CDR Glover's stateroom, the heart of *Concord* was no different—busy pumping out the power needed to go and do. Five cargo holds (one refrigerated), holding up to

625,000 square feet of cargo, stood by, ready to cough up their stores for the ships alongside for underway replenishment.

Cargo elevators, winches and other muscle-saving gear—all driven by the energy that directly or indirectly was produced by the ship's boilers—were ready to make the job go quickly and efficiently.

The sources of all that energy were busy doing just that. Three 600-psi boilers were providing enough horsepower to *Concord's* main shaft to run more than 200 compact cars. Her turbines, meanwhile, were taking that superheated and pressurized steam and generating enough electrical power to service a busy town of 10,000 residents.

That, in part, is why you'd better smile when you call a BT or MM a "Bilge Rat." That, too, is why a sailor won't appreciate the job they do unless he steps out of the chow line or pushes back from his desk and goes below decks.

*Concord* has one of the most modern steam propulsion plants, including an Automatic Propulsion System (APS), available in the fleet today. Some of the modern touches are readily apparent. Instead of separate "B" and "M" divisions, *Concord* boiler technicians and machinist's mates work together in a

*Right: Part of the boiler spaces aboard USS Concord (AFS 7).*







*Clockwise from right: Gauges are monitored during fuel transfer. Inspecting the turbine. A boiler's front is a jumble of tubes, valves and gauges. Concord's main control oversees the Propulsion Division.*

single, open space designated "P" division (for propulsion).

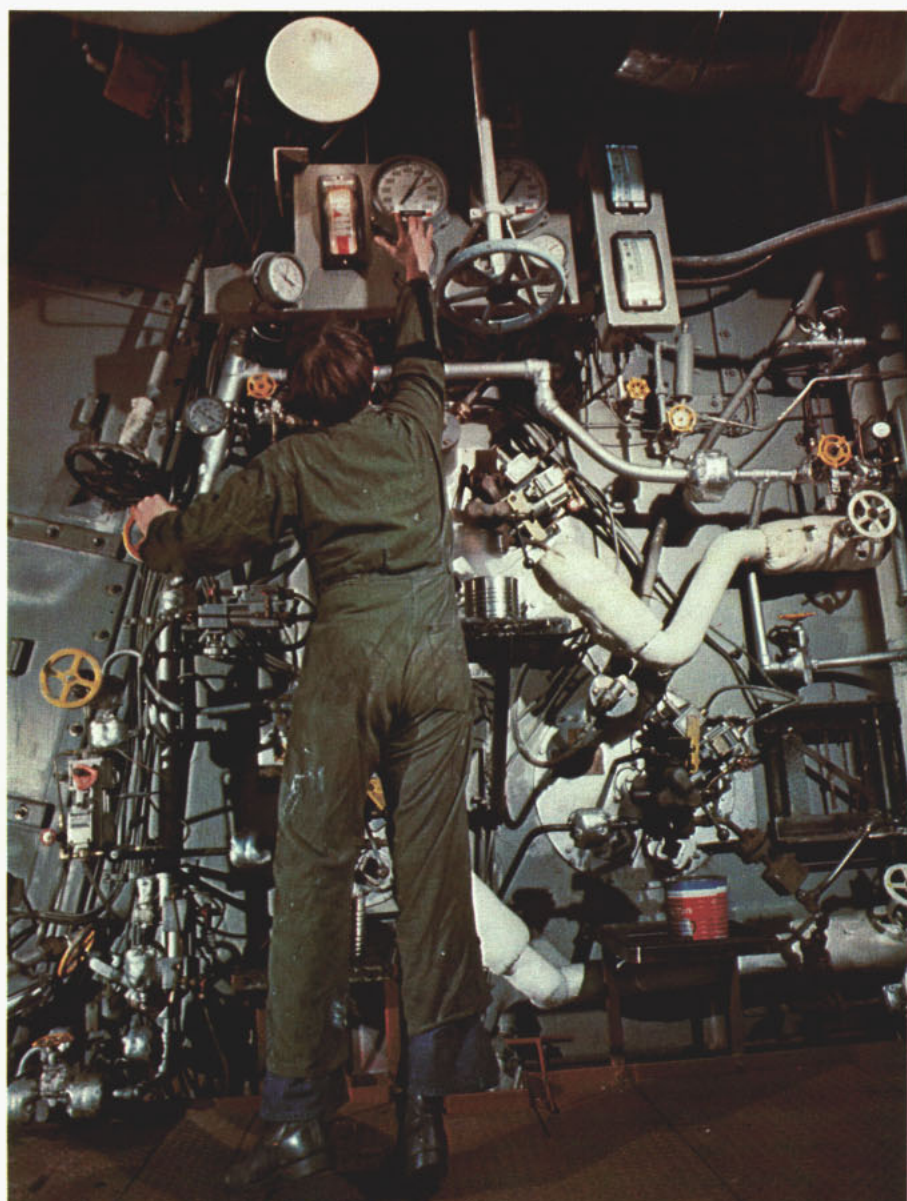
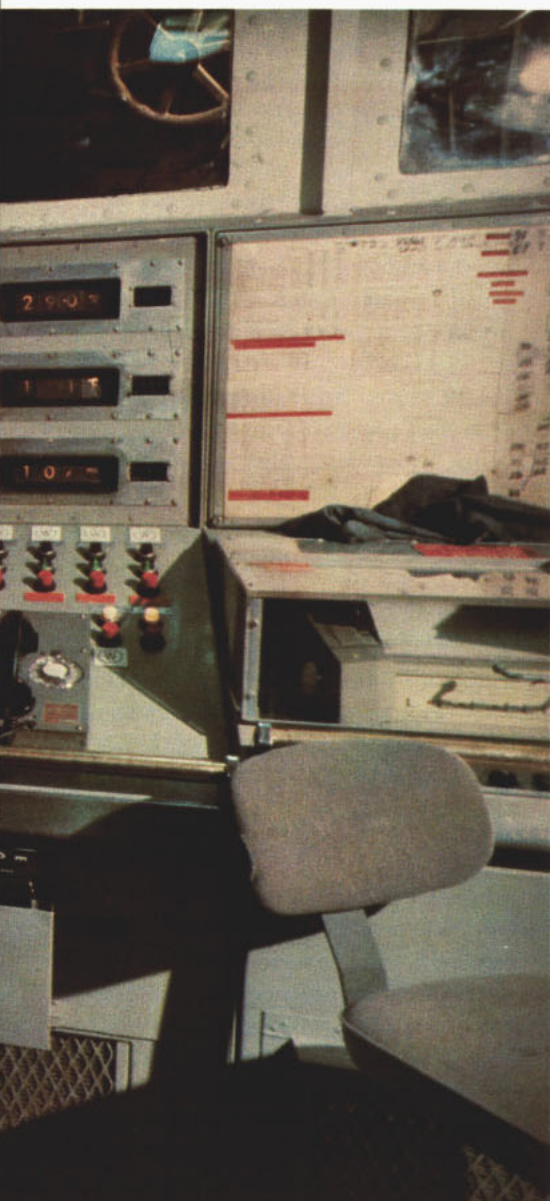
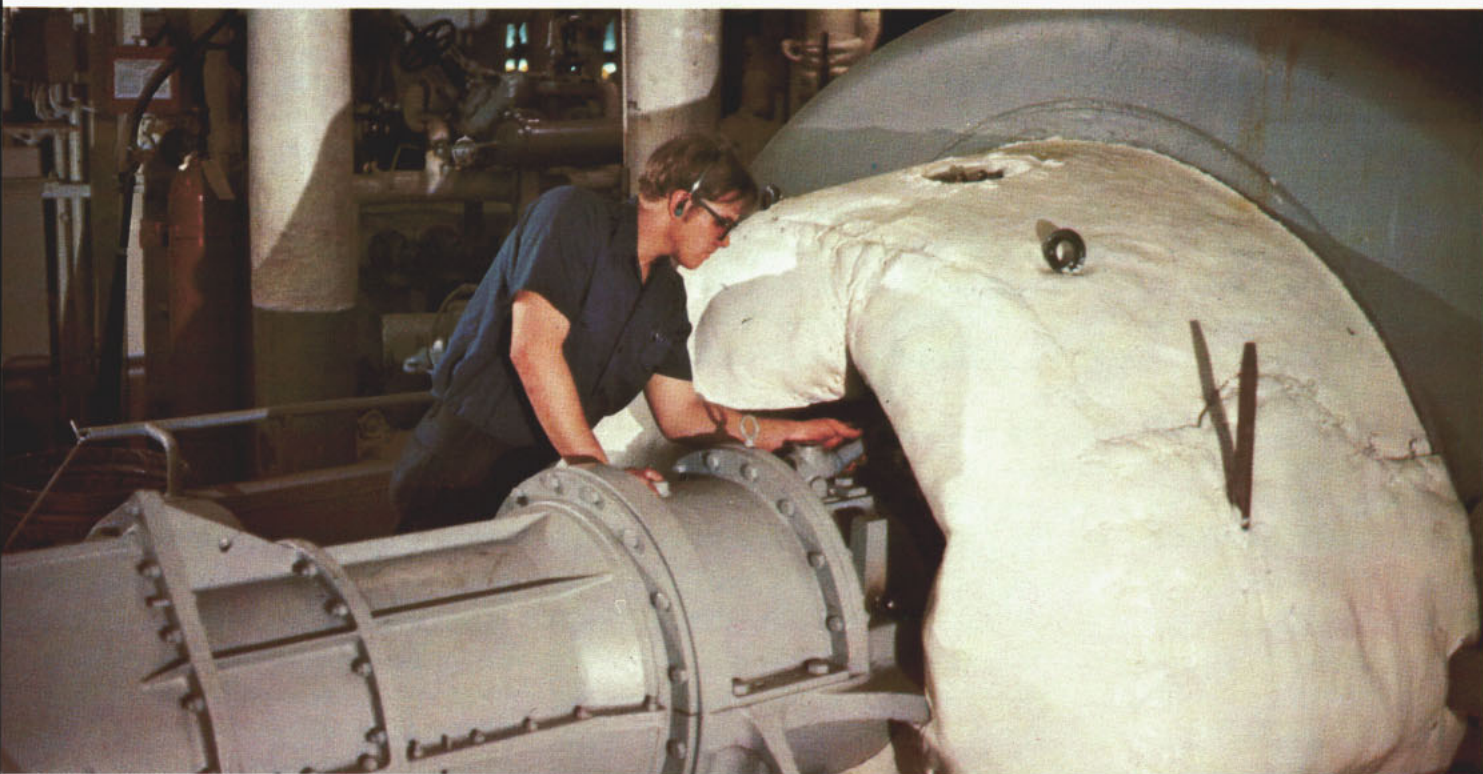
The bulkheads which traditionally separate the two divisions aboard ship are absent here. A main control console monitors the single space. Closed circuit television, including a rotating camera with a 360 degree sweep, keeps a vigil on after steering, the shaft alley and the boiler firing aisle. An APS computer automatically runs through 350 checkpoints every six seconds, reading rpm's, pressures, temperatures and other variables.

But other aspects of the engineering spaces don't reflect modernization so much as they mirror a group of people who take a great deal of pride in their jobs and where they do them.

Steam-producing plants—modern or











Top: Boiler water is tested around the clock in the oil laboratory. Bottom: Lubricating oil samples are checked for impurities.

not—can be pretty dirty as a result of the thousands of gallons of fuel oil, lubricants and water constantly circulating throughout the system. All main propulsion spaces have the ever-present danger of miles of pipes carrying superheated steam under extremely high pressure and the distraction of endless vibration and deafening noise. Now the noise, vibration and danger are very much present in *Concord's* spaces, but the grease, grit and grime that most accept as a BT's lot are noticeably absent.

The fact that *Concord* recently completed an overhaul in the yards explains part of the squared-away appearance in the spaces. But if you talk to the people who work there, you'll learn there's much more than a fresh coat of paint involved.

Master Chief Reich: "People who keep themselves and their equipment clean are showing they've got the personal pride it takes to do a good job down here.

"Sure, after a long shift, they're going to climb out of the hold hot and dirty, but those who get satisfaction in knowing they're doing a hard job, and doing it well, aren't going to jump in the rack or the chow line when they're covered with grease."

Left unsaid is the understanding that since BTs and MMs spend a lot of time below decks, they might as well have pleasant working spaces. Extra long hours at work, it seems, are part of their lives.

Aboard *Concord* (as with most other Navy ships) BTs and MMs are in three-section duty while the rest of the ship—at sea or ashore—may be in as much as six sections. At sea, this usually translates into a 14- to 18-hour work day.

In port, there's the matter of lighting off the boilers before the ship gets underway or securing the propulsion plant when the ship reaches the pier. That means BTs and MMs are on duty hours before liberty is up for the rest of the crew before getting underway and hours after liberty commences when the ship ties up.

According to Reich, these long hours are mandated by the notion that "If the





work stops, the ship stops." Long hours are also caused by the BT and MM rates being some of the severest of undermanned rates in the Navy.

Consider the evolution of the BT rate since those long ago days when they really were not much more than coal heavers. Today's BT must be mechanically minded and technically oriented. Modern propulsion systems—even automated ones—require much more than sweat to keep them running. Reich explained:

"All of the components require precision type measurements that must be adjusted to within as much as one-thousandth of an inch. The system is so closely interlocked—one piece of equipment with another—that if one part fails, the whole works can fail.

"Automation helps, but keep in mind that each component must operate perfectly if, once the boilers are lit off, a BT or MM is going to be able to stand back and watch automation take over.

"Automation is also limited in that once tolerances are exceeded, the system starts to react to get things back within normal limits. But the system can only react so far," he said.

To hear Reich describe it, the intricate systems are a lot like a house built of playing cards. It doesn't take much to bring the whole thing down. That's why he was quick to describe the traits demonstrated by the best BTs and MMs working for him.

"They've got to take an active interest down here," he said. "If someone tells them to open a valve, they don't just open a valve and leave it at that. They find out why they're opening that valve and what opening that valve means. They know that everything done down here is done for a reason—an important reason. So when they do it, they analyze it to see how it fits into the overall scheme of things."

New arrivals to *Concord's* engineering spaces work to get "the big picture" from the moment they step off the ladder in the hold. Novice BTs and MMs use schematic diagrams like road maps to trace steam and fuel flow. Along the way they locate valves, switches and all other gear that controls

and contains the surging fuel and steam.

Rigidly written PQS (Performance Qualifications Standards) are adhered to for each watch station. PMS (Preventive Maintenance System) is—as it must be—an overriding concern for all.

The complexity of the job is multiplied by other responsibilities as well. Take BT3 Comer's job as assistant Oil King, for example.

Although this job is traditionally assigned to a more senior petty officer, Comer handles it well and his seniors, in turn, are handling tasks assigned to the still more senior.

During any given day, Comer might be found sampling fuel for contaminants (including the JP-5 used by the helicopters as well as the ship's fuel and lubrication oil), chemically testing and treating boiler water being converted to steam, checking the ship's fresh water supply, transferring or taking on fuel, and ballasting the ship's tanks.

"The thing I like about the job is that there's something new to learn every day," he said. "I was a motorcycle mechanic in civilian life and I wanted to do something different, still in the mechanical field, when I came into the Navy. That's exactly what I'm doing."

On the port wing of the bridge, *Concord's* commanding officer, Captain C.E. Armstrong Jr., turned his attention from the line of ships waiting to enter Norfolk harbor and offered up his own views of the people below decks.

"Those people are some of the most dedicated workers the Navy has today," he said. "We've got a real responsibility to retain as many of the good ones as we can. We can do that by creating an atmosphere in which people will be proud to work, where they'll see they're working hard to make a real contribution to meet a real goal."

The future for boiler technicians and machinist's mates—indeed, for all snipes who perform the hot, dirty work below decks—is looking pretty bright. One of the Navy's largest communities of limited duty officers—engineering specialists—is proof of the opportunities for a commission. Training for BTs and MMs has expanded to meet the burgeoning responsibilities of these

rates. And more schools are on the drawing boards.

The people aboard *Concord* are neither unique nor unusual to their community Navywide (although *Concord's* BTs and MMs might be quick to disagree).

"They're the guys who keep the ship moving. It's as simple as that," CDR Glover said. ↓

—Also contributing to this story were JOCM Bill Green and the staff of *Surface Warfare* magazine.

---

## Career Incentives

Present manning shortages in the BT/MM career fields have prompted the Navy to devise certain incentives as of this writing, a few of which are explained below:

- Selective Reenlistment Bonus (SRB) allows up to a total combined bonus of \$24,000 for BTs and a slightly lesser amount (about \$20,000) for MMs, which may be awarded for the first reenlistment and a second consecutive reenlistment.

- Guaranteed Assignment Reenlistment Incentives (GUARD) offers assignment to schools, ship types, home port areas, overseas areas, ashore areas, and early rotation to shore duty, according to eligibility for sea/shore rotation, current NEC requirements and available billets.

- A 6-year-obligation (6YOB) enlistment program has been developed that includes guaranteed basic and advanced technical training courses with conditional automatic advancement, including 1200-psi PQS certification in upper- and lower-level watch stations. It also includes a guaranteed class "C" school upon completion of two years of sea duty. It has been developed to provide better prepared BTs to the fleet who can provide immediate help on the job.

- New advanced BT/MM maintenance class "C" schools have been developed at San Diego and Norfolk for those petty officers returning to sea duty.

---



# Bearings

## Preserver Hits 35

USS *Preserver* (ARS 8) isn't getting older, she's getting better. The Little Creek-based salvage ship recently celebrated her 35th year in the fleet.

Commissioned in January 1944, *Preserver's* service spans nearly four decades. She earned two meritorious unit commendations and three battle stars for combat action in the Pacific

during World War II. More recently, she earned the FY 1978 Battle Efficiency "E" for Service Squadron Eight.

During her career, *Preserver* has participated in salvage and rescue operations such as the 1968 recovery of SS *Ocean Eagle* (see below) when the salvage ship pumped over one-million gallons of fuel oil from the tanker. The ship also helped clear the Suez Canal in the wake of the 1970 Middle East crisis.

Even though the ship is older than

most of her crew, when it comes to performance, *Preserver's* age doesn't show. The week after her anniversary, *Preserver* received an emergency underway order to tow the USNS *American Explorer* from the coast of North Carolina, where the tanker was dead in the water, to port in Norfolk.

The 213-foot-long ship provides a stable platform for salvage, diving and recovery work. Her designed strength and stability make her one of the smallest ships to regularly make unescorted ocean crossings. She also has the ability to perform salvage and rescue missions in the heavy weather which other ships avoid.

## Paddling Around

Oceans can be a very hostile environment for the person dumped in the water without protection. Since porpoises are right at home in the ocean, a Naval Ocean System Center biologist decided to "ask" them how they felt about their wet world.

Earl Murchison of NOSC's Hawaii Laboratory is training a female porpoise to make and report judgments about objects she investigates with her natural echolocation or sonar system.

Murchison's project—a scientific version of the parlor game "Twenty Questions"—offers hope of providing valuable insight into a porpoise's perception of its world, a perception that must be quite unlike ours.

He has taught the animal to respond to a specific question with one or two answers. But the question is not spoken by the experimenter, and the porpoise does not reply in words.

In one experiment, the porpoise was trained to push one of two paddles when she detected, by her sonar, an object (in this case a steel ball) that had been





silently lowered into the water, and to press the other paddle when it was not present. Pushing one or the other paddle was her response to a tone signal that meant, in effect, "Report!"

The porpoise was then trained to report whether another target was a cylinder or not a cylinder, again using two paddles, one for yes, another for no.

By combining the porpoise's responses, Murchison could ask the porpoise two questions about her sonar perception of an object: Is it there? Is it cylindrical? Additional training can enable the animal to respond to other questions about the object.

Contrary to popular belief, Murchison said, there is not sufficient evidence to support the contention that porpoises possess exceptional intelligence or have a language comparable to human language. However, by using the "Twenty Questions" technique (called "binary response" behavior by scientists) it is possible to have two-way communication between a human and a porpoise.

Flipper of TV fame might add, "I told you so."

## Atlantic Rescues

Two Navy ships, the Norfolk-based guided missile destroyer *Claude V. Ricketts* (DDG 5) and Mayport homeported destroyer USS *Manley* (DD 940), recently rescued six men from the stormy Atlantic and returned them safely to Mayport, Fla.

The two incidents, one involving the 37-foot fishing boat "Audrey Ann" out of Port Canaveral and the other, the 30-foot catamaran sailboat "Double Pleasure" out of Jacksonville, occurred

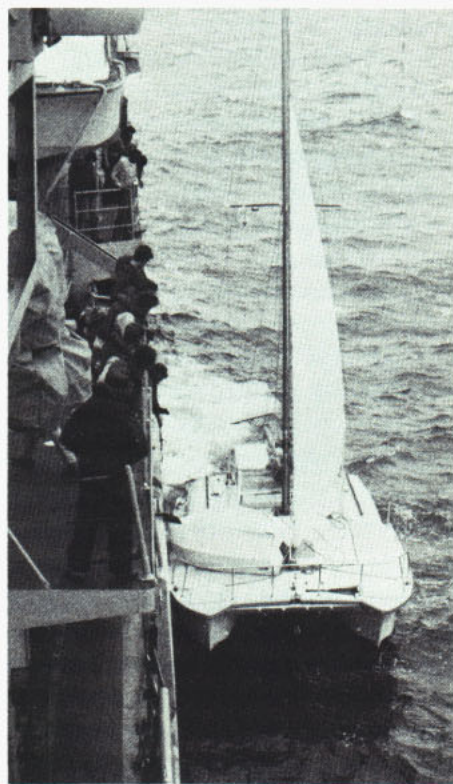
hundreds of miles apart on the open sea.

*Ricketts* was the first to arrive at Mayport with four fishermen who had been adrift in the Atlantic for four days because of battery trouble, battling 35-foot seas and 75-mph winds. Their boat had drifted more than 600 miles north to about 120 miles southeast of Charleston, S.C., before they were rescued.

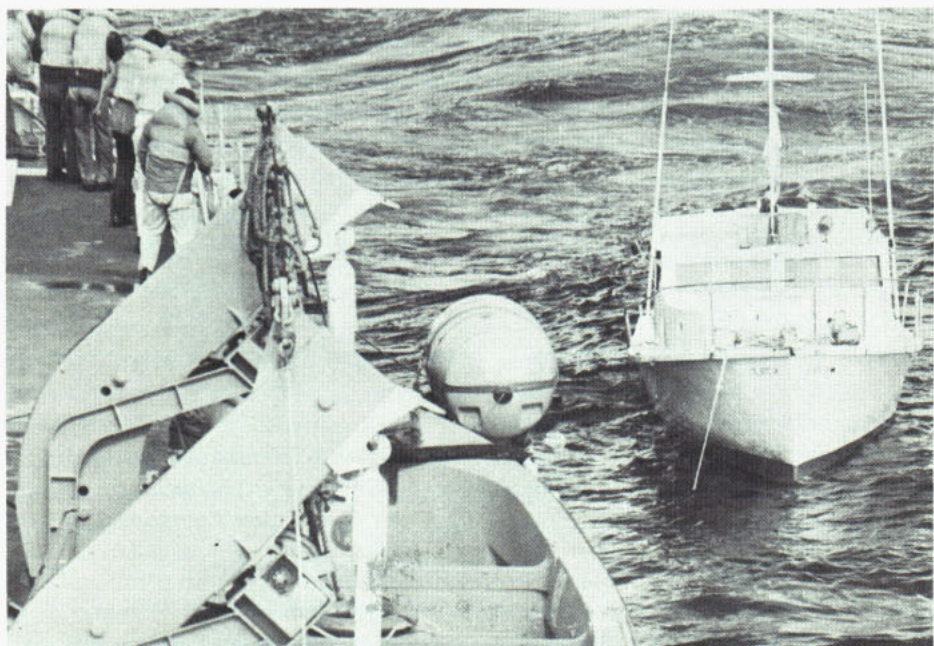
Later that afternoon, USS *Manley* returned with a father and son team who had spent two days adrift in the ocean after 45-mph winds had ripped their sails to ribbons. The men were taking the catamaran "Double Pleasure" to Baton Rouge, La., when they were forced to detour off St. Augustine and remain at sea. *Manley* was conducting local operations when they rescued the pair some 80 miles off the coast of Jacksonville.

The survivors praised the Navy crews for rescuing them. Mutt Ward, captain of the fishing boat, said, "One of the happiest moments in my life was when I saw the light of *Ricketts*."

—Gene Romano Jr.



Above: *Manley* pulls alongside the sailboat to rescue a father-son team.



Right: *Ricketts* rescues four fishermen from the *Audrey Ann*.



# Bearings



## 11 Years' Experience

Aviation Maintenance Administrationman Second Class Joseph Raubar presents two model ships to French Ambassador Francois de Laboulaye (center) and the French Naval Attache Rear Admiral Pierre Menettier (right) in a ceremony at the French Embassy recently in Washington.

The models—*Jean Bart*, a heavy cruiser, and *L'Indiscret*, a sailing ship of the *Chebec* class—were made by Raubar who has been making model ships for over 11 years.

Raubar is assigned to the Naval Air Facility at Andrews Air Force Base near the nation's capital.

## '74' Wins Peltier

The 1978 winner of the prestigious Peltier Award is Naval Mobile Construction Battalion 74 (NMCB 74) from Gulfport, Miss.

Sponsored by the Society of American Military Engineers, the award recognizes NMCB 74 as the most outstanding Seabee outfit in the Navy.

Since 1960 the Navy's eight construction battalions have competed annually for the award by showing best overall performance in construction quality, safety and training.

The battalion built new roads and extended aircraft runways on Diego Garcia. NMCB 74 also undertook projects involving a petroleum, oil and lubricant pumphouse, an enlisted club, water treatment plants and barracks facilities.

Rear Admiral D.G. Iselin, Commander of the Naval Facilities Engineering Command, presented the Peltier Award to Commander Donald McCorvey (CO) and the other Seabees of NMCB 74 at ceremonies at Gulfport. The award honors retired Rear Admiral Eugene J. Peltier, CEC.

## EOD Facility Cited

Naval Explosive Ordnance Disposal Facility, Indian Head, Md., recently received a Navy Unit Commendation for developing a system to locate ordnance underwater.

Indian Head's "platform positioning system" allows a helicopter to fly precise patterns while towing mine countermeasures equipment. The Naval Explosive Ordnance Disposal Facility was tasked with creating a workable method for towing after fleet units discovered their inability to track this equipment. Since its development, the system has been used to locate several downed aircraft.

The facility was cited by Secretary of the Navy W. Graham Claytor Jr. for exceptional service in technical support of the fleet, other components of the Department of Defense, and other executive agencies. The unit commendation was awarded by Vice Admiral C.R. Bryan, Commander, Naval Sea Sys-

tems Command Headquarters, on behalf of Secretary Claytor.

## Filipino Family Night

Tempting Filipino food and entertaining Filipino folk dances highlighted a "Special Family Night" recently at Naval Air Station Memphis, Millington, Tenn. Chief Mess Management Specialist Al Pallera and Mess Management Specialist First Class Romy Moreno supervised the preparation of such dishes as lumpia, spare ribs adobo, pansit, pepper steak, fried rice and leche flan. Folk dances Pandanggo Sa Ilaw, Estudiantina and Tinikling were performed with precision under the direction of Suzette Flores.



## 'Play it This Way'

Fire Control Technician Second Class Alfred E. Mouledous, a part-time musician with the Seventh Fleet Show Band "Far East Edition," demonstrates proper violin technique to two children in a hospital at Sydney, Australia. The band was in Sydney recently as part of a month-long holiday festival. They put on a show for the hospital's patients and staff and later entertained bedridden children in their wards. Mouledous is a crewmember of the Seventh fleet flagship USS *Oklahoma City* (CG 5).



# CREO- Career Reenlistment Objectives

BY J01 DAN WHEELER

Morale down a little because you've been getting Passed, Not Advanced notices instead of new chevrons? Feel like you're going nowhere *slow* in your overmanned rating? Looking for a new challenge, greater advancement potential and new spark in your career?

Take heart!

Based on fleet recommendations, Naval Military Personnel Command may now have the antidote—a SCORE (Selective Conversion and Reenlistment) change to a *lesser* manned rating than your own. Details are in BuPers-Inst 1133.25D, Change 1/2 of Dec. 26, 1978. Basically, this is the deal:

Sailors in Career Reenlistment Objectives (CREO) groups B, C, D, and E may now apply for conversion to any rating less manned than their own under provisions of the SCORE and Re-SCORE (for vets reentering the Navy) programs. Previously, only people in CREO groups D and E would routinely be allowed to change ratings. Those in CREO group C were "not normally approved for rating conversion," but were considered on a case-by-case basis. Those in CREO groups A and B had virtually no chance of getting approval for a rating conversion.

The CREO program was established to combat excessive manning in some Navy ratings and to increase manning in undermanned ratings. After the Vietnam War, Navy manpower decreased as the fleet shrank from about 800 ships to its current size, but the number of ratings and manning in those ratings did not shrink proportionally. Thus, the Navy was faced with overmanning in some jobs while others were "dying on the vine" for lack of personnel input.

People in undermanned ratings, though advancements came quickly, complained of being overworked; people in overmanned ratings complained

about an apparent lack of advancement potential because of crowding at the top.

CREO solved the problem. An efficient personnel management tool that is working, CREO saves the Navy money by effecting the movement of people from overmanned ratings into undermanned ratings, and by controlling reenlistment in extremely overmanned ratings.

Under CREO, each rating is broken down by paygrade and assigned a code according to current manning levels:

- Group A—Rating's career manning is less than 80 percent; extreme shortage of career strength relative to career requirements.
- Group B—Rating's career manning is between 80 and 89 percent; short

-age of career strength relative to career requirements.

- Group B—Rating's career manning is between 80 and 89 percent; shortage of career strength relative to career requirements.

- Group D—Rating's career manning is between 101 and 105 percent. First-term reenlistments need not be directly controlled, but, to reduce overmanning, other actions may be employed, such as conversion programs.

- Group E—Rating's career manning is in excess of 105 percent; ratings are under direct control of the Chief of Naval Personnel (CNP) and his approval is required for all first-term reenlistments or extensions to initial enlistments, including extensions on active duty for Naval Reservists. Subsequent reenlistments *may* require CNP approval. Additionally, CNP approval may be required for continuation on active duty beyond 21 years.

The following charts show the latest, overall CREO groups and codes for each rating by paygrade. Codes A, B, C, D, and E, listed in the columns under each paygrade, regardless of rating, indicate the manning at that level and correspond directly to CREO group classifications which use the same letters.

In the petty officer paygrades of each rating, advancement rules apply equally regardless of sex. However, at the entry level, some ratings which are open to males are closed to females and vice-versa, thus a separate chart for females at the entry level (E-1-3).

Ratings with an "O" in the E-1-3 column are "open" at the entry level; ratings with a "CL" in the E-1-3 column are "closed" at the entry level; and ratings with a "C" in the E-1-3 column are "controlled" at the entry level by CNP. Dashes under a paygrade indicate the rating doesn't exist at the level shown.



Tired of getting PNA'd?



## Male Open/Closed Rating List

GROUP A  
(LESS THAN 80% MANNED)

Rate	E-1-3	E-4	E-5	E-6	E-7	E-8	E-9	Notes
ABE	O	C	B	A	A	-	-	
AC	O	A	A	B	C	C	C	11
BT	O	B	A	A	B	B	B	
CTM	CL	A	A	B	A	C	B	3,8
DS	O	A	C	A	B	C	C	3,11
FTM	O	A	C	A	B	-	-	1,3
GMG	O	C	A	B	C	-	-	1
GMM	O	C	A	A	A	-	-	1
GMT	O	A	A	A	C	B	D	1
HT	O	A	B	B	B	C	B	11
MM	O	A	B	B	B	C	C	3
OS	O	B	B	A	C	B	B	

GROUP B  
(80-89% MANNED)

AB	-	-	-	-	-	B	B	2
ABF	O	C	C	C	A	-	-	
AF	-	-	-	-	-	-	B	2
AM	-	-	-	-	-	C	-	2,3
AQ	O	C	B	B	C	C	-	
AS	-	-	-	B	C	C	B	
ASE	O	A	B	-	-	-	-	
AW	O	A	B	B	C	C	C	1
BU	C	A	B	B	B	C	-	1
CTA	CL	A	A	C	C	C	C	1,8
CTI	CL	C	A	B	C	C	C	1,3,8
CTT	CL	A	B	C	C	C	D	1,8
CU	-	-	-	-	-	-	B	2
DP	O	A	B	B	C	C	C	11
EM	O	A	B	C	C	C	C	3,11
EN	O	B	A	C	C	C	A	1,3
ET	-	-	-	B	B	B	B	3
EW	CL	C	B	B	B	B	A	1,8
FT	-	-	-	-	-	B	A	2,3
FTB	CL	B	C	B	B	-	-	1,3,9
GS	-	-	-	-	-	B	B	
GSE	CL	B	B	B	B	-	-	
GSM	CL	B	B	B	B	-	-	
IC	O	B	A	B	C	C	-	3,11
IM	O	A	A	C	C	D	-	
MA	-	-	-	B	B	B	B	1
MR	O	B	B	C	B	C	B	
MT	CL	A	C	C	C	-	-	1,3,9
NC	-	-	-	B	B	B	B	1
OM	O	B	B	C	D	D	-	
QM	O	B	C	A	C	C	D	3
SM	O	A	A	B	D	B	D	
STG	O	C	C	B	B	C	-	1

GROUP C  
(90-100% MANNED)

ABH	O	C	B	C	B	-	-	
AD	O	C	C	C	C	C	-	3

## GROUP C (Cont.)

Rate	E-1-3	E-4	E-5	E-6	E-7	E-8	E-9	Notes
AE	O	B	C	C	C	C	-	
AG	O	A	C	C	C	B	C	11
AK	O	A	B	C	C	C	B	10
AME	CL	C	C	C	C	-	-	3,8
AMH	O	C	C	C	C	-	-	3
AMS	O	C	C	C	C	-	-	3
AO	O	C	C	C	D	B	B	
ASH	O	C	C	-	-	-	-	
ASM	O	B	C	-	-	-	-	
AT	O	A	C	C	C	C	-	
AV	-	-	-	-	-	-	C	2
AX	O	C	C	C	C	B	-	
AZ	O	C	C	C	D	C	B	
BM	O	C	B	C	C	B	C	
CE	C	B	C	C	B	C	-	1
CM	CL	B	B	C	D	C	-	1,9
CTO	CL	C	C	C	D	B	B	1,3,8
CTR	CL	B	C	C	C	B	B	1,8
DK	O	C	C	C	C	C	B	10
DM	O	A	B	C	C	A	E	1
DT	CL	C	C	C	D	C	C	3,8
EO	CL	B	B	D	E	D	-	2,9
EQ	-	-	-	-	-	-	C	2
ETN	O	C	C	-	-	-	-	3
ETR	O	C	B	-	-	-	-	3
FTG	O	D	C	B	C	-	-	3
GM	-	-	-	-	-	B	C	2
HM	CL	C	C	C	D	C	C	3,8
IS	CL	A	A	C	C	C	C	8
JO	O	A	C	C	C	C	C	1
LI	O	C	C	C	C	C	C	2
LN	-	-	A	C	C	C	C	
ML	O	E	C	C	B	E	C	11
MN	C	B	C	C	C	A	C	1
MS	O	A	C	D	C	B	C	3
OT	O	B	C	C	C	C	C	
PC	C	B	C	C	C	C	B	2
PH	O	B	B	C	C	C	C	11
PM	O	B	C	C	E	-	-	2
PN	C	A	C	C	C	C	C	3
PR	CL	A	C	C	C	C	A	8
RM	O	B	C	C	C	C	C	3
SH	O	D	C	D	C	C	B	10
SK	O	D	C	D	C	C	B	3,10
ST	-	-	-	-	-	-	C	
STS	O	C	C	B	B	A	-	1,3
SW	C	B	C	C	B	C	-	1
TD	O	B	B	C	C	C	C	11
TM	O	A	C	C	B	D	C	1,3
UT	CL	C	C	B	B	B	B	1,9
YN	O	A	C	C	D	C	C	3

GROUP D  
(101-105% MANNED)

EA	CL	C	C	D	D	C	-	2,4,9
MU	C	A	D	D	D	D	D	
PI	-	-	-	-	-	-	D	2



## Female Open/Closed Rating List

### GROUP A (LESS THAN 80% MANNED)

#### Rate E-1 - 3 Notes

CTM	O	3,8
EM	O	3
EN	O	1,3
HT	O	
MA	-	1
MM	O	3
MN	O	1
MS	O	
NC	-	1
OT	O	
TD	O	

### GROUP C (90-100% MANNED)

#### Rate E-1 - 3 Notes

AB	-	2
ABE	O	
ABF	CL	
ABH	CL	
AF	-	2
AM	-	2,3
AMH	C	3
AO	CL	
AS	-	
ASM	C	
AV	-	2
AZ	C	
CTA	O	8
CU	-	2,9
DS	C	
DT	O	3,8
EA	CL	2,4,9
EO	CL	2,9
EQ	-	2,9
FTG	C	3
GM	-	2
GMG	C	1
GMT	C	1
HM	O	3,8
IS	C	8
PC	C	2
PN	C	3
SK	C	3,10
UT	CL	1,9
YN	C	3

### GROUP D (101-105% MANNED)

#### Rate E-1 - 3 Notes

AD	CL	3
AE	CL	2
AME	CL	2,3,8
AMS	C	2,3
AQ	CL	2
AX	C	2
JO	C	1,2
MU	C	
PI	-	
QM	C	2
SH	C	10

### GROUP E (MORE THAN 105%)

#### Rate E-1 - 3 Notes

SM	CL	2
OS	CL	2

These ratings are not included because they have no female goals, AW, CTI, EW, FT, FTB, FTM, GMM, GS, GSE, GSM, MT, ST, STG, STS.

### GROUP B (80-89% MANNED)

AC	O	
AG	O	
AK	O	10
ASE	O	
ASH	O	
AT	O	
BM	O	2
BT	O	
BU	CL	1,9
CE	CL	1,9
CM	CL	1,9
CTO	O	1,3,8
CTR	O	8
CTT	O	8
DK	O	2
DM	O	1
DP	O	
ET	O	3
IC	O	3
IM	O	
LI	O	2
LN	-	
ML	C	
MR	O	
OM	O	
PH	O	
PM	C	2
PR	O	8
RM	O	3
SW	CL	1,9
TM	O	1,2,3

## Open Skills (Male and Female)

0412	1623	3812	48US	1438	331X	4731	8267(5)
0416	1637	3813	4935	1442	332X	4746	8402
042X	1774	3814	4938	1443	333X	48IN	8406
0719	1821	3825	4955	1453	334X	48IU	8407
0721	2305	4105	4956	1461	335X	48IZ	8425
0737	2318	4111	5311(7)	147X	336X	48JU	8432
0738	2319	4115	532X(7)	148X	338X	48JZ	8478
1181	2332	4116	533X(7)	1502	3393	48KL	8479
119X	2333	4117	5341(7)	1516	3394	48KR	8483
1412	234X	4245	5342(7)	1522	3395	48KS	8492
1427	2353	4314	5343(7)	1572	3396	48KV	8493
1431	2393	4511	5346(7)	1573	3805	48LD	8495
1433	2514	4512	8215(5,6)	1574	3806	48LL	8506
1435	2612	4513	8251(5)	1588	3809	48MI	8507
1436	330X	4724	8264(5)	1615	3811	48UJ	

People with SS/SU designator in these ratings: DS, ET, FTG, HM, MS, PN, SK, RM, ST, TM, YN, IC, MM and QM.

#### Notes on These Lists:

1. No Direct Procurement Entry Program (DREP) inputs allowed.
2. No DPEP or prior service inputs allowed.
3. See open skills list for certain qualifications/NECs in this rating that are not covered by CREO group of rating.
4. ChNavPers approval required for enlistments or extensions subsequent to the first re-enlistment for anyone with less than 10 years day-for-day active military service.
5. Must have served in the applicable 82XX billet for three years during the last enlistment or one year within the last four years, the total elapsed time out of the applicable 82XX billet not to exceed three years (not applicable to female list).
6. Must hold current certification of first class swim qualifications before applying under this NEC (not applicable to female list).
7. Rating conversion for people in the Seal/UDT, EOD or diver closed loop SNEC community is predicated upon the manning level of each source rating within that closed loop SNEC (not applicable to female list).
8. "A" school required (the open/controlled/closed status of female ratings indicates the desirability to female list).
9. SN/AN/FN entry requires "A" school.
10. No prior-service inputs allowed.
11. Personnel applying for Score should submit alternate rating choices.



# SecNav/CNO





# Posture Statements

## Secretary Calls Naval Capability "Very Expensive"

In his recent Posture Statement before the Senate Armed Services Committee, Secretary of the Navy W. Graham Claytor Jr. said his conviction is firmer than ever that the "maritime superiority which we have enjoyed up to now will remain essential to the security and well-being of this country for as far into the future as we can see."

He said the United States is "absolutely dependent" on the import of over 30 strategic materials essential to its economy. As such, he added, use of the world's seas is not just convenient, it is vital.



"I believe," he said, "it is because the Soviets correctly perceive that any faltering in our resolution to maintain maritime superiority could make the seas the Achilles heel of the United States and the Free World. To that extent, then, they have the capability to carry out effective sea denial, they have an option for economic blackmail or strangulation...the United States must maintain a clear margin of maritime superiority over the Soviet Union."

The Secretary said that "our potential adversaries will not weaken in either capability or resolve."

Still, he added, there are distinct advantages on the side of the U.S. Navy:

- U.S. sailors are among the finest in the world, clearly superior to their Soviet counterparts.
- The Navy's higher state of readiness—the ability to fight our ships and aircraft to their full design potential.
- Superior technology in ships, submarines, planes, weapons and sensors.
- The greater maritime strength of U.S. allies than that of the Soviets' Warsaw Pact.
- Sea-based air power provided by aircraft carriers.
- A geographic advantage in that transits between home ports and major ocean areas are considerably less restrictive and vulnerable than those of Soviet fleets.

Secretary Claytor commented that the combined budget of the Navy and Marine Corps is the largest of the three Military Departments. Still, he said, naval capability inherently is a very expensive thing.

"There are many countries, in the eastern and western blocs, and in the so-called third world, which have good sized armies, and quite a few have significant air forces as well. Few indeed, however, have substantial 'blue water' navies capable of roles other than home defense and coastal operations," he said.

"This has not, however, been the case with the Soviets. It is their clear intent to increase their ability to influence distant events, and they continue to afford, at no small sacrifice, the increasing naval capability to implement that intent.

"The 'blue water' character of their force, and their demonstrated ability to sustain extended deployments, are also on the increase."

Stating that the Navy's budget—though zero-based—is "very lean," the Secretary added that "Cost of Ownership" (manning, operating, maintaining, repairing, and basing the present force, while supporting an adequate level of readiness) accounts for a little more than half the Navy's total funds. Less than half is left for modernization or upgrading the force with newer and better ships, aircraft and weapons systems.

"We simply have not been able to buy enough ships and air-



craft to replace those being lost from the fleet through retirement and, in the case of aircraft, attrition," he said.

While subscribing, in part, to the current argument favoring design of less costly and—as necessary—less capable ships and aircraft to arrest further force level erosion, Secretary Claytor stated that sub-chasers and destroyer escorts of World War II design would offer little challenge to a modern nuclear submarine.

"The threat must be qualitatively met, and that threat is becoming more sophisticated and capable all the time," he said.

Since becoming Secretary of the Navy two years ago, Secretary Claytor said his greatest reward has been his "association with the Sailors and Marines, enlisted and officer, and the civilian personnel who make up the Department of the Navy. At the headquarters and field activities, in the fleet, and, yes, at the South Pole, they are first rate and I feel privileged to serve with them.

"I wish everyone in this nation could see them as I have, and, so, fully share my pride and enthusiasm."

Citing first-term attrition as still being too high, he said that inadequate career retention poses a serious threat to fleet readiness unless shortages of experienced petty officers can be eased.

"Returning to the draft is not the answer," he said. "We are getting adequate numbers of high quality personnel—but these numbers are adequate only if we can reduce attrition and increase retention to acceptable levels."

In order to make life in the Sea Services more attractive, the Secretary stated that the following initiatives are being pursued:

- Elimination of excessive workweek for non-deployed units.
- Adequate quarters ashore, or an equivalent cash allowance for unmarried personnel on sea duty.
- Increased career sea pay, and extension of this special pay to the officer corps.
- Restructuring of special pays and more flexible system of bonuses for critically needed skills.
- Protection of special pays and allowances from erosion by inflation or wage growth.
- Overseas cost of living allowances for unmarried personnel.
- Funded emergency leave travel overseas.
- Travel entitlements, independent of grade and duty station, for all personnel.
- Greater efforts to meet the needs of service families.
- Reestablishment of previous veterans benefits.
- Better health care.

Secretary Claytor stressed graduate education by stating that it "is a prudent businesslike investment in the long-term operational, technical and managerial competence of the naval service...I believe that the Navy's program of an annual input of 600 officer students represents a very modest baseline from which to develop leadership of sufficient competence to manage and operate the Navy of today and tomorrow."



## Admiral Hayward Optimistic About the State of Navy

"Recent experience as a fleet commander in chief, reinforced by my initial impressions as CNO, leads me to be optimistic about the state of the Navy today and the outlook for the near future. Regrettably, the longer-term trends do not allow me to be nearly so sanguine about the state of the Navy that will face my successor."

So said Chief of Naval Operations Admiral Thomas B. Hayward in his recent testimony before Congress on the FY 1980 Budget and the Navy's Military Posture. The admiral outlined the current health of the Navy and issued, as well, cautious notes concerning long-term trends.

"All indications are that the Soviets can be expected to continue the military programs which have steadily shifted the U.S.-Soviet balance over the last decade," he said.

"My principal concern lies with ensuring that our existing margin of superiority does not evaporate by the mid-eighties, when the momentum of existing procurement programs will



have spent itself," he said. "Our forces are already at an irreducible level when measured against the demands which would be placed on them in war.

"Any further significant decline in combatant capability would eat up our existing margin."

Calling Soviet shipbuilding "impressive," Admiral Hayward cited the recent completion and upcoming deployment of a second *Kiev*-class carrier and the ongoing construction of a third of the class. He noted, too, the appearance of a new, heavily armed and highly capable amphibious assault ship, the *Ivan Rogov*, and the construction of a new class of cruiser—probably nuclear-powered—estimated at 25,000 tons.

And, the admiral stated, the Soviets have their eye on worldwide deployment of their fleet.

"Soviet capabilities to sustain their forces in distant operations have been markedly improved by development of the *Berezina*-class of underway replenishment ship," he said.

On the other side of the ledger, Admiral Hayward said that the U.S. Navy in very recent years has "made great progress in reversing declining trends of fleet readiness and laying the foundation for improvement in the years ahead."

The admiral said that his "optimism about the current state of the Navy stems not only from steadily improving hardware and combat readiness, but from its people whose esprit, competence and potential continue to impress all who have an opportunity to observe them in action, manning and supporting the fleet worldwide."

He said, however, that there are a number of problems facing the Navy today which—despite his optimism about the current state of the Navy—need to be addressed and resolved. Among these are:

- Determining the most appropriate allocation of money, material and manpower.
- Striking an appropriate balance between numbers of ships and the level capability of each ship.
- Balancing a seemingly inexhaustible list of commitments against a finite number of assets.
- Striking a balance between resources invested to provide a Navy capable of carrying out its mission in the future.
- And, above all, a need to balance increasing sophistication and complexity of naval weapons and sensor systems against the future supply of qualified manpower available for recruitment into the Navy.

"I am concerned about our ability to recruit and retain adequate numbers of qualified men and women to operate the ships and aircraft which will be with us in the 1980s," he said. "We have elected to maintain what we think are reasonable quality standards rather than lower the standards to meet numerical goals."

Two factors which the Navy faces in recruitment, the admiral said, are the declining population base from which the Navy recruits and the increased competition for quality manpower in the national economy.

Because of these problems, CNO stated, additional personnel must be assigned to the Navy Recruiting Command if the

Navy is to avoid falling behind its 1978 input next year.

"Additionally," he said, "we will increase our recruitment of women into the Navy."

Citing improved retention as the long-term key to the "numbers problem," Admiral Hayward said that there was a need to get more stability, maturity and numbers in the career force. He said that this was absolutely essential if the Navy was going to adequately crew the new ships planned to be introduced in the next four or five years.

Speaking of factors that affect retention, he said, "Our people must feel that the quality of their life in the Navy is good and improving; and that they are being properly remunerated in both pay and benefits for their efforts and sacrifices."

"The sea pay reapportionment enacted by the last Congress is a positive step toward providing tangible compensation for these arduous conditions of service which our people must endure."

As he has stated in the past, Admiral Hayward reiterated that there "is a clear correlation...between retention and the quality of leadership at the individual level...I have directed a major expansion of our leadership and management training...."

Addressing combatant capabilities, the admiral stated that "...the United States Navy is in good shape today and is getting better."

"It has the flexible, balanced, global capability required to meet current commitments, though its force levels are not adequate to meet those commitments without significant stress on fleet personnel induced by lengthy deployments and heavy work schedules to maintain required readiness standards between deployments."

Concerning hardware, he said, "Our new ships...are significantly more capable than the older ships they are replacing. Along with continued technological improvements, trends in combat readiness of Navy ships and aircraft are cause for optimism but the need to sustain the momentum and to increase our efforts to improve upon those trends must be clearly recognized...."

Emphasizing the element of people, Admiral Hayward said, "Our officers and enlisted men and women are better trained today than they have ever been, and I am proud of the fact that they have done as well as they have under conditions which are exceptionally demanding."

His statement to Congress included, as well, his belief in the importance of the Naval Reserve.

"Revitalizing the Naval Reserve is one of the principal objectives I have set for myself during the initial portion of my tenure as CNO. This attests to the importance I ascribe to that organization; but lest there be any doubt, let me make unequivocally clear that I believe the Naval Reserve is an essential part of the Navy's wartime capability."

"I have made a personal commitment to support the Naval Reserve aggressively as a vital element in today's total Navy capability. This effort...is consistent with the basic fact that the Naval Reserve is an essential part of the Navy's fighting posture." ↓



# The Battle of the Coral Sea

*The 1942 Battle of the Coral Sea marked the first time in naval history that opposing fleets fought out of sight of each other—air power had arrived on the scene to take the place of the big guns of surface ships. Coral Sea also marked the beginning of the turning point for America in her war against Japan; the Battle of Midway, a month later, would tilt the scales of fate in America's favor. Unconsciously, perhaps, the Navy is reminded each year of these two historic battles. The annual Navy Relief Fund Drive is held between the date of the Battle of the Coral Sea and the Battle of Midway. This observance, then, not only recalls American naval power at its very best but provides, as well, a yearly reminder of the heroism, fortitude and devotion to duty of Navy people who have gone before.*

—Editor.

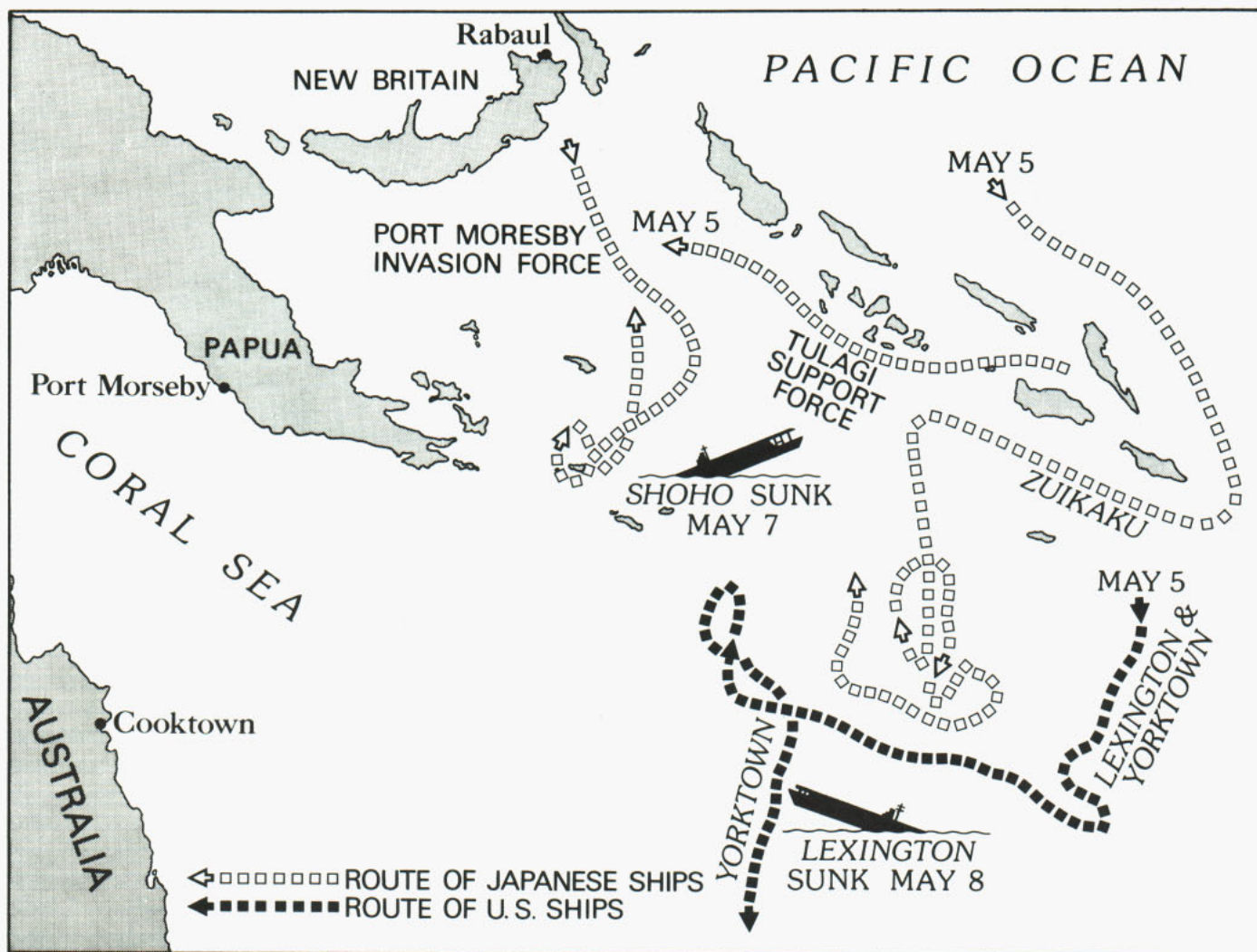
BY JO3 STEVE BELLOW

Just five months after the attack on Pearl Harbor in December 1941, Japanese forces occupied Guam and Wake islands, making Tokyo the sole landlord of the Central Pacific, west of Midway. Imperial Japanese forces had invaded Indochina, conquered the Dutch Indies and British Malaya, and except for the faltering Allied stronghold on Corregidor, the Philippines, too, had become Japanese property.

*Mortally wounded by Japanese Zeros, USS Lexington goes to her grave in the Coral Sea.*







Nearly 3,000 miles of ocean—along with millions of square miles of real estate—had fallen under the domination of Japanese forces. Japan's attention now turned to Australia. If her plan to isolate this island continent succeeded, she would rule the entire Western Pacific.

Port Moresby in southeastern New Guinea was now the target of the Japanese high command. Capturing Port Moresby would deny to the Allies a potential base within air range of Japanese-occupied Rabaul on New Britain Island. Seizing Port Moresby would also give Tokyo's war lords the outpost they needed to launch their planned invasion of New Caledonia and the Fiji Islands, now only weeks away, according to the master plan outlined by Tokyo strategists.

Aimed at Port Moresby, a Japanese navy task force spearheaded the assault into the tropical waters of the Coral Sea. Under the command of Vice Admi-

ral Takeo Takagi, Japanese aircraft carriers *Zuikaku* and *Shokaku* were to block any interference by Allied forces. The enemy fleet consisted also of the light carrier *Shoho*, six heavy cruisers, three light cruisers, 15 destroyers, numerous auxiliaries, and a convoy of 14 transports carrying army landing troops and a construction unit.

Allied intelligence reports had just brought the Japanese plan into focus. U.S. Task Force 17, built around carriers *Yorktown* and *Lexington* and under the command of Rear Admiral Frank Jack Fletcher, raced to the Coral Sea to spoil the anticipated assault on Port Moresby. Fletcher did not have even half the force that Takagi commanded, but his orders were clear: "...check the advance of the enemy."

The first major naval battle in history in which enemy ships did not exchange a shot was about to unfold. Surface ships of both American and Japanese fleets—miles apart—would never be in

contact with each other. The damage inflicted upon the opposing navies would come solely from the attacks by carrier aircraft.

Southeast of the Japanese strategic base at Rabaul lay the Australian base of Tulagi in the Solomons archipelago. On May 3, advance Japanese landing forces took Tulagi with no opposition. The next day, planes from the newly-arrived *Yorktown* attacked the new Japanese base but caused only minor damage. The attack on Tulagi, however, warned ADM Takagi that at least one U.S. Navy carrier stood in the way of his objective.

For the next two days, admirals Fletcher and Takagi warily searched for each other with reconnaissance air patrols. At one point the two opposing fleets were as close as 70 miles, but this was at night when air search patrols were not being flown.

The Coral Sea remained undisturbed on May 6, 1942. The Japanese, how-



ever, took control of the Allied bastion on Corregidor on that date. News of the loss of Corregidor plunged the Allied world into profound gloom. The outcome of the Pacific war was never more in doubt.

In the Coral Sea the next morning, Japanese search planes from *Shokaku* and *Zuikaku* spotted Fletcher's oiler *Neosho* and her escort, the destroyer *Sims*.

Mistaken about their discovery, the excited Japanese pilots reported finding one enemy "carrier" and one "cruiser." Eager to attack an enemy carrier, Rear Admiral Tadaichi Hara, Takagi's carrier division commander, ordered an immediate attack on *Neosho* and *Sims*.

With anti-aircraft fire and erratic maneuvering, the two ships thwarted the first attack, forcing the Japanese to break off the engagement to regroup and rearm. When the Japanese bombers returned, they again met evasive maneuvering by *Sims* and *Neosho* and more anti-aircraft fire. But this time the two ships could not escape their fate.

*Sims* took three direct hits from 500-pound bombs, two exploding in her engine room. The destroyer quickly sank, taking with her most of her crew.

*Neosho*, too, suffered great loss of life. The ship took seven direct hits before the Japanese bombers finished unloading their horror. Somehow, *Neosho* remained afloat but she had lost all power. A lifeless hulk, the ship drifted

for days before a rescue patrol found her 109 survivors and 14 men from *Sims* who had escaped their sinking ship by clinging to rafts, debris or whatever else they could find afloat.

While the Japanese bombed *Sims* and *Neosho*, American carrier planes converged on the light carrier *Shoho*. Most of her fighters were away from the carrier, leaving the Japanese carrier virtually defenseless. *Shoho* violently zigzagged to throw off the Americans' aim. Even so, at least 13 bombs and 7 torpedoes capsized the Japanese carrier within minutes. The entire after portion of the flight deck was ablaze and pouring forth heavy black smoke when *Lexington* pilot Lieutenant Commander Robert E. Dixon radioed: "Scratch one flattop!"

Outraged over the loss of *Shoho*, Admiral Takagi resolved to annihilate the American fleet at dawn the next day. He ordered Lieutenant Commander Kakuichi Tukahashi to locate the enemy fleet *with certainty*. LCDR Tukahashi, a veteran of Pearl Harbor who had led the attack on *Neosho* and *Sims* earlier that day, took off about 4:30 p.m. with 12 dive bombers and 15 torpedo bombers, all piloted by his most experienced airmen. Some of them were veterans of the war in China.

The hours passed slowly for Tukahashi and his relentless search patrol. Low visibility from rain squalls and blanketing clouds finally forced the hunters to

turn back. Tukahashi ordered his airmen to jettison their bombs and torpedoes to make the return flight easier. It was growing dark and the Japanese pilots soon found themselves lost.

While searching for their own carriers, the Japanese patrol came within range of *Lexington's* radar. The American carrier vectored one of her own groups in the direction of the Japanese. In the ensuing melee, American pilots shot down eight torpedo bombers and one dive bomber. Most of the Japanese pilots escaped the encounter but they were still lost. When they did find their own carriers, it was in the midst of a near-blinding torrent of rain that forced many more planes into the sea during recovery operations.

Although Tukahashi had lost most of his patrol, he had located *Yorktown* and *Lexington* with certainty; May 8 would bring the battle that both sides eagerly awaited.

Both U.S. and Japanese patrols prowled the skies early that morning. A Japanese pilot found and shadowed the American task force, reporting its position and movements by radio to *Shokaku*. Similarly, an American scout found the Japanese carriers.

Once more, Tukahashi led the Japanese attack. Rear Admiral Aubrey W. Fitch, Fletcher's carrier division commander, also took an offensive, launch-

*The destruction of a Japanese aircraft carrier.*





ing planes from both *Yorktown* and *Lexington*.

The two carrier forces were evenly matched. Each had two fast carriers. The Japanese, with 122 planes available, had only one plane more than the Americans. Where *Yorktown* and *Lexington* were stronger in bombers, *Zuikaku* and *Shokaku* had more fighter and torpedo planes. The Americans had radar, but this advantage was offset by the Japanese advantage of having more experienced combat pilots and the then almost unbeatable *Zero* fighter aircraft. One other difference prevailed. The American ships steamed under bright tropical sunlight, while the Japanese carriers—235 miles away—maneuvered in an area of unrelenting rain and darkened clouds.

Penetrating a dense, misty haze, 41 *Yorktown* pilots sighted *Shokaku* and dropped their destructive payloads. One bomb shook the Japanese carrier aft, another exploded well forward on the starboard bow, igniting gasoline tanks and converting the flight deck into a sea of flames. From *Lexington*, more planes arrived to continue the attack on *Shokaku*.

Though seriously impaired and unable to launch planes, the Japanese carrier stayed afloat. Her crew had lost 108 men killed and 40 wounded. Admiral Takagi on *Zuikaku* released *Shokaku* with orders to return home for repairs. Meanwhile, *Zuikaku* suffered only minor damage and stayed hidden from her attackers in a tropical rain storm.

When they could do no more, the U.S. Navy pilots started for home. At least 20 *Zeros* were in their path to make the long flight back very difficult. One by one, American planes fell, outgunned by the faster and more maneuverable *Zeros*. Others avoided the *Zeros* only to run out of fuel before reaching their own carriers.

Two hundred miles away, another Japanese attack group launched an assault against the two American carriers. Both flattops and their escorts threw up a barrage of anti-aircraft fire.

The sky was crowded with diving, dodging aircraft and black smoke from

hundreds of exploding shells. The sea below foamed as ships churned at flank speed to dodge bombs, torpedoes and plunging aircraft; exploding bombs and screaming aircraft created deafening turmoil.

In the middle of this holocaust, *Yorktown*, miraculously, took only a single bomb hit. The 800-pound bomb, however, spread its share of destruction when it smashed through the carrier's flight deck and chewed its way to the fourth deck below, starting fires which killed or injured 66 men.

Attacking Japanese aircraft converged on *Lexington*, too. One bomb ignited an ammunition locker forward and another pounded its way down the stack structure. Several near misses jarred *Lexington*, throwing the ship to one side. Damage control parties, choking from thick smoke and intense heat, smothered three fires and held a fourth under control. In less than an hour, counter-flooding put *Lexington* back on an even keel. Captain Frederick C. Sherman ordered 25 knots, getting ready to help *Yorktown* receive aircraft returning from the attack against *Shokaku* and *Zuikaku*.

The attack against the American fleet was over in 20 minutes. During their high speed maneuvering to evade attack, *Yorktown* and *Lexington* became separated, forcing the defending escorts (cruisers and destroyers) to divide and thereby leave each carrier more vulnerable. Though heavily damaged, both American carriers remained operational. But Admiral Takagi, believing one large and one medium American carrier sunk and one battleship or cruiser left burning, headed his carrier task force toward home.

Just when it looked like the Americans had everything under control, *Lexington* suddenly trembled from a tremendous explosion. Gasoline vapors deep below decks had triggered fires which then breached ammo magazines and fuel lines. The ship shuddered as explosion followed explosion—blasts tore watertight doors off their hinges as though they were made out of pasteboard.

Repair teams struggled desperately

for hours to save their ship, beating down fires and dumping ammo over the side before it could explode. Temperatures in the engineering spaces reached 160 degrees. Warheads on the hangar deck threatened to blow the ship apart when their metal casings began to sizzle from 140-degree heat flashes. Ship communications lines deteriorated rapidly as successive explosions occurred. Steam gushed from safety valves, leaving the carrier powerless; *Lexington* was finally reduced to a huge mass of hot, twisted steel.

Captain Sherman ordered his crew to abandon ship; he followed them over the side where nearby cruisers and destroyers took them aboard. Later, an escorting destroyer fired torpedoes into the dying ship's hull.

With the *Lexington* gone, Admiral Fletcher's forces departed the Coral Sea. *Yorktown* returned to Hawaii for emergency repairs. The other ships of Task Force 17 went on to other assignments.

American forces would again return to the Coral Sea, but the enemy would not; Admiral Fletcher's mission to turn back the invasion had succeeded. The Japanese fleet enjoyed a tactical victory in terms of tonnage sunk, but suffered a strategic defeat.

Japan's intention to occupy Port Moresby was never to materialize, and her plan to isolate Australia had to be shelved.

Damage suffered by *Shokaku* and plane losses by *Zuikaku* would make the two Japanese carriers unavailable for any combat for several months. Although no one could yet know it, that meant that both would miss the coming Battle of Midway. And, although it wasn't too clear at the time, the lessons learned in the Coral Sea contributed to America's victory at Midway and her final victory in the Pacific. ↓



## Flying Rifles

# They Run on Pride

STORY BY J01 AL BRAY  
PHOTOS BY  
PH1 MICHAEL P. WOOD

Sunlight highlights the chrome-plated rifles and bayonets as they spin through the air. White-gloved hands move in unison to catch the rifles. The combined slap of hands on rifles echoes as nine people make individual movements appear as one. They are members of the Naval Air Technical Training Center Memphis Flying Rifles Drill Team.

Chief Aviation Electronics Technician Michael J. Abbott, their drillmaster, says the team's precision is appreciated all the more when it is realized all the members are part-time volunteers.

"As full-time students at NATTC, their primary mission is to learn," he says. "Most of their time is devoted to classes, and studying to become Navy technicians.

"Our practice sessions are limited to after school hours, perhaps two or three hours a day, four or five days a week, if the weather is good."

In addition to practicing, each team member has responsibilities which extend beyond the classroom. "It's our job to set an example in military appearance," says Aviation Electronics Technician Third Class Larry W. Seutter. "We try to keep our rooms and common areas in showcase condition. Our uniforms have the correct creases, our shoes are shined, and we always have fresh haircuts."

Students attending schools longer than 12 weeks submit a request chit to join the team and to move into the Flying Rifles' berthing area.

Once accepted, however, both male and female members find it hard to remain on the team. New members are expected to learn the team's manual of arms, make active contributions of time and effort to team projects, keep quarters and personal appearance in line with the team's high standards, and maintain at least a 70 percent academic average. In addition, every team member stands fire and security watches.

Although complaints are seldom heard, one junior team member said, "There just isn't enough time to study, practice, wash, iron, shine, swab, wax, buff and dust. I don't think I've seen a movie or a whole TV show in two weeks!"

Since the team was formed in 1953, it has developed an internal rank structure not associated with normal military rank. Team position is designated by the color of a helmet liner, a "pot," worn during practice.

At the bottom of the team structure is the "rock," usually the newest team member. Following indoctrination, the rock becomes a "green pot" who undergoes basic training in the team's manuals and marching formations. It usually takes from four to six weeks for the trainee to learn the movements well enough to be advanced.

Having learned the manuals, the green pot is tested by the student drillmaster. If the member passes, he or she

can be advanced to "white pot," the parade team's reserve members. Final promotion for most members is from "white pot" to "blue pot." Considered team experts, blue pots are the regular members of the nine- or twelve-man parade team. They have refined their maneuvers into precise, sharp and snappy movements.

Working merits required for promotion within the team are awarded on an hourly basis for work which benefits the entire team. A minimum number of working merits is required for each promotion.

Team members who have been assigned additional administrative duties can be promoted to "black pot," the team's staff members. The staff consists of the drillmaster, student drillmaster, assistant drillmaster, yeoman and ordnanceman.

Mastering the manuals is a mentally taxing and sometimes physically painful experience for volunteer team members. "My hands are sore from slapping the piece," a green pot said.

Rules and regulations, practices, performances and physical conditioning all contribute to similarity between the drill team and a high school or college athletic team. Like those who make the varsity team, drill team members who reach the parade team level of proficiency give up virtually all of their free weekends. Rare is the weekend during the spring, summer and fall when the drill team is free from marching engagements.

Every team member experiences pre-





performance jitters, psychs up for the engagement, and is exhausted when it is over. The drill team, like an athletic team, operates on high morale and runs on pride. Nowhere is this better illustrated than on team road trips.

Radioman Seaman Apprentice Don McCord describes the feeling as the team begins to thread its way down the street between crowds on each side. "It's like being the guest of honor at a party," he says. "You know you belong there,

*Left: Drillmaster ATC Michael J. Abbot puts the Flying Rifles through their paces.*

*Below: Practice, practice—right up to parade time.*











and you've worked hard to get there."

"It's the big payoff," Airman Bill Hansen says. "All those hours of practicing are rewarded when you march down the middle of the street and you just know everybody's looking at you. It's hard to keep from smiling. But you're supposed to look stern."

Airman Apprentice Rick Jaquez says it's not without its moments of trepidation. "When we do a throw, like in 'Flying Rifles,' everybody is listening to see if somebody misses. You're really worried somebody will miss catching the piece and blow the whole manual."

Sometimes the team feels parades are not long or big enough for them to show off. In Coffeeville, Miss., the parade had 15 or 20 entries and ran for only about a half mile. Afterwards, the police blocked off the main street and the team performed for an additional 20 minutes.

"We probably did more for Navy recruiting during that 20 minutes in Coffeeville than we did in many a parade," ATC Chester said.

"Recruiting is basically what this team is all about," ATC Abbott says. "Aside from training our members to be

*Opposite page: Preparation and paying attention to detail pays off when the team performs the Honor Circle.*

*Left: The Color Guard on parade.*

*Below: Assistant Drillmaster Reuben D. Tucker.*





good petty officers, our primary goal is to assist recruiters. In every crowd there is at least one young man or woman who, when the time comes to sign on the dotted line, will remember our performance and appearance."

The feeling that pervades the team after a good performance is one of quiet satisfaction. Larry Seutter believes members are aware of their responsibilities and their impact. "We know when we go on the road we represent the drill team, NATTC Memphis and the entire United States Navy," he said.

Why a 19-year-old recent graduate of boot camp would undertake those responsibilities and endure such inconveniences is summed up by assistant drillmaster Airman Reuben Tucker. "The Flying Rifles," he says of the team, "run on pride." ↓

*Right: A last-minute check before the parade begins.*

*Below: Flying Rifles earn their name.*







# Navy Rights & Benefits

## Pay and Allowances

*No topic generates as much fanfare as pay and allowances. In this article, No. 6 in our series on Navy Rights and Benefits, we'll take a close look at this familiar, yet complex, subject.*

Public Law 90-207 and the Federal Pay Comparability Act of 1970 are intended to ensure that military pay will continue to keep pace with civilian salaries by providing semi-automatic salary adjustments each October. Whenever statistics show salaries rising in private industry, pay raises are approved across the board for military personnel. The amount is determined by the president, based on statistics provided annually by the Department of Labor.

Military pay is composed of both pays and allowances for active duty personnel and deferred compensation for the member's retirement (retired pay). Active duty pays and allowances are composed of Regular Military Compensation, Special and Incentive Pays and other allowances.

Regular Military Compensation con-

*sists of basic pay, basic allowance for quarters, basic allowance for subsistence and the tax advantage.*

★ ★ ★

### Basic Pay

Basic pay varies according to a member's paygrade and time in service; the amount is prescribed by law. Navy people receive longevity increases at various times throughout their career.

Each member's annual salary is divided into 12 equal installments, one-half of each installment payable on the 15th and the other on the 30th of each month. Each installment represents the pay for one calendar month; the daily rate is 1/30 of the monthly rate.

The Military Monthly Basic Pay Table, effective Oct. 1, 1978, on page 47, shows the current rates of basic pay.

Basic pay is only related directly to the work a service member performs. The allowances which make up the rest of Regular Military Compensation are

basic allowance for quarters (BAQ) and basic allowance for subsistence (BAS). By tradition, custom and law, the government provides service members with quarters and subsistence needs. When quarters and subsistence are not provided, a monthly allowance may be paid to the service member to help meet the cost of those needs.

### Basic Allowance for Quarters

BAQ is paid to service members when government quarters are not available for assignment to them. The amount of BAQ varies with pay grade and dependency status. Both officers and enlisted members who have dependents are entitled to BAQ whether serving ashore, at sea or overseas, providing government quarters are not assigned. A Navy couple without dependents who volunteer for simultaneous assignment to afloat units are not eligible for BAQ because they are individually assigned shipboard quarters. Members who voluntarily occupy government quarters rated "inadequate," receive BAQ and pay a rental fee for such quarters.

A partial rate of BAQ is payable to members without dependents when they are assigned to government quarters, so as not to penalize them because of recent reallocations of basic pay increases into BAQ.

It is important to note here that personnel without dependents who are assigned to sea duty are considered to have quarters assigned to them and, therefore, are not eligible for BAQ.

Officers in pay grade O-4 and above, without dependents, may elect to receive BAQ rather than occupy available government quarters, unless the officers' duties require on-base residence. (See table on page 38.)

### Basic Allowance for Subsistence

Officers are entitled to an allowance for subsistence at the rate of \$62.80 per month, regardless of rank or dependency status. All officers, on ship or shore, married or single, draw the basic allowance for subsistence and pay the entire cost of their mess bills.



# Navy Rights & Benefits

In general, when rations-in-kind are not provided by the government, enlisted members entitled to receive basic pay are entitled to a basic allowance for subsistence (BAS). A member on sea duty is always provided rations-in-kind. Members on shore duty may, however, request and receive authorization to subsist separately from an otherwise available government mess. It should be recognized that before granting an individual permission to mess

separately, the commanding officer must take into consideration the necessity to maintain an enlisted dining facility which can be operated effectively and economically with a reduced and/or varying patronage. The daily value of commuted rations is currently \$3.00. Members assigned to certain types of duty, such as recruiting duty, where it is determined impracticable to use established dining facilities, may be entitled to draw \$3.38 per day.

## Basic Allowance for Subsistence

Officers: \$62.80/mo.  
 Enlisted Members:  
 When on leave or authorized to \$3.00/day mess separately:  
 When rations in-kind are not \$ 3.38/day available:  
 When assigned to duty under emergency conditions where no messing facilities of the United States are available: \$ 4.48/day

## Tax Advantage

If a service member's allowances for quarters and subsistence were to be taxed by the federal government, the service member would have to earn an additional amount of money to pay that tax. That amount is referred to as the "tax advantage." The amount of tax advantage differs between service members because it, like BAQ and BAS, is calculated on:

- the service member's marital status
- whether or not BAQ and BAS are paid in cash or received in kind
- pay grade and length of service

and because the number of personal tax exemptions a service member may claim varies.

## Special Pays

Special pay is added compensation Navy people receive monthly, if they qualify, and the amount is taxable. Sea duty pay, special pay for duty in specified overseas areas, hostile fire pay, diving pay, and proficiency pay, for example, are forms of special pay. Special payments to physicians, optometrists and dentists, as well as reenlistment bonuses, are also forms of special pay, though all are not paid monthly. A rundown of the more common special pays follows.

- Physicians, Dentists and Optometrists Pay. These officers receive career incentive pays as long as they remain on active duty. Payments range from \$100

## Monthly Basic Allowance for Quarters

PAY GRADE	WITHOUT DEPENDENTS		WITH DEPENDENTS
	FULL RATE <sup>1</sup>	PARTIAL RATE <sup>2</sup>	
<b>COMMISSIONED OFFICERS</b>			
O-10	\$357.90	\$50.70	\$447.60
O-9	357.90	50.70	447.60
O-8	357.90	50.70	447.60
O-7	357.90	50.70	447.60
O-6	321.30	39.60	391.80
O-5	296.10	33.00	356.70
O-4	263.70	26.70	318.30
O-3	231.90	22.20	286.20
O-2	201.30	17.70	254.70
O-1	156.90	13.20	204.60
<b>WARRANT OFFICERS</b>			
W-4	\$254.10	\$25.20	\$306.60
W-3	226.50	20.70	279.30
W-2	197.10	15.90	250.50
W-1	177.90	13.80	230.40
<b>ENLISTED MEMBERS</b>			
E-9	\$191.70	\$18.60	\$269.70
E-8	176.70	15.30	249.30
E-7	150.30	12.00	231.90
E-6	136.50	9.90	213.30
E-5	131.10	8.70	195.90
E-4	115.80	8.10	172.50
E-3	103.50	7.80	150.30
E-2	91.50	7.20	150.30
E-1	86.40	6.90	150.30

<sup>1</sup>Payment of the full rate of basic allowance for quarters at these rates for members of the uniformed services to personnel without dependents is authorized by 37 United States Code 403 and Part IV of Executive Order 11157, as amended.

<sup>2</sup>Payment of the partial rate of basic allowance for quarters at these rates to members of the uniformed services without dependents who, under 37 United States Code 403(b) or 403(c), are not entitled to the full rate of basic allowance for quarters, is authorized by 37 United States Code 1009(d) and Part IV of Executive Order 11157, as amended.



to \$350 monthly, depending on specialty and years of service. Medical officers may also be entitled to "continuation pay" of up to four months' basic pay for each additional year of active duty served after attaining the rank of O-4 through O-9, or "variable incentive pay" entitlements of up to \$13,500 annually (medical officers only, in pay-grade O-3 through O-6) for remaining on active duty following completion of obligated service.

- **Foreign Pay.** Foreign duty pay is payable to enlisted members assigned to duty at specified places outside of the contiguous United States. The list of such duty stations is lengthy; a copy is in the Military Pay and Allowances Entitlements Manual. Foreign duty pay is not authorized for Navy people who are residents of Alaska, Hawaii, United States possessions, or foreign countries during any period they are serving within that locality.

#### Monthly Rate of Payment for Foreign Duty

E-9 \$22.50	E-6 \$20.00	E-3 \$9.00
E-8 \$22.50	E-5 \$16.00	E-2 \$8.00
E-7 \$22.50	E-4 \$13.00	E-1 \$8.00

- **Career Sea Pay Entitlement.** New sea pay legislation became effective Oct. 1, 1978. Personnel receiving sea pay at that time continued to receive at least as much sea pay as they were drawing before the law became effective. Under the new provisions, people assigned to category "A" ships (those most frequently under way) or to units embarked in those ships, receive sea pay continuously while part of ship's company.

People in category "B" ships (those normally in home port) receive sea pay only when the ship is away from its home port for more than 30 consecutive days. Everyone in the Navy who qualified for the previous sea pay, even if currently assigned to a category "B" ship, can still receive the old rate until October 1, 1981.

Under the current sea pay plan, petty officers are paid according to their

cumulative years of sea duty. Petty officers with more than three years' cumulative sea duty receive \$25 a month when entitled to career sea pay. Petty officers with more than seven years' cumulative sea duty receive \$35 a month (\$45, beginning in FY 81). Petty officers with more than 12 years' cumulative sea duty receive \$55 a month (\$100 beginning FY 82).

- **Proficiency Pay.** This special pay is actually a career incentive pay awarded primarily to people in ratings and skills in which large personnel shortages exist. Pro-pay awards fall within two categories: shortage specialty, and special duty assignment. Pay awarded in the shortage specialty category is based on Navy Enlisted Classification (NEC) skills. Those people in designated critical skills who are serving in their specialty may draw monthly specialty pay awards of \$50 to \$150. Pro-pay awards in the special duty assignment category are based on assignment to special types of duty, such as recruiting duty, and also range between \$50 to \$150.

- **Regular Reenlistment Bonus.** Members who were on active duty on June 1, 1974 are eligible for this bonus. It may not exceed a cumulative total of \$2,000 during the member's career. The

bonus is paid when the member reenlists and is computed as follows:

*First reenlistment:* Amount equal to member's monthly basic pay at time of discharge, multiplied by the number of years for which member reenlists.

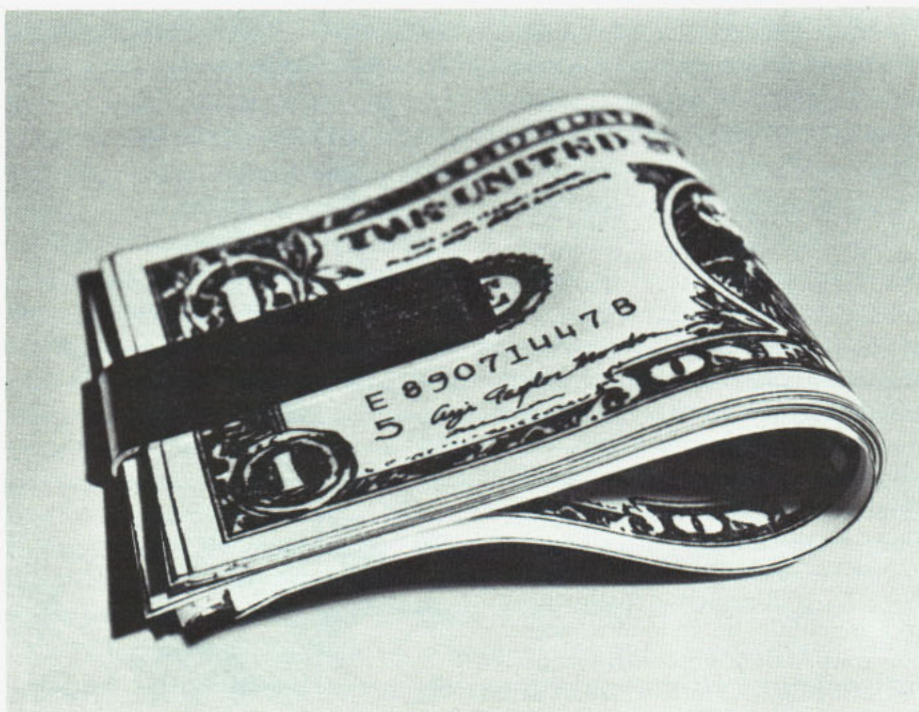
*Second reenlistment:* Amount equal to two-thirds of monthly basic pay, multiplied by the number of years for which member reenlists.

*Third reenlistment:* Amount equal to one-third monthly basic pay, multiplied by the number of years for which member reenlists.

*Fourth and subsequent reenlistments:* Amount equal to one-sixth of monthly basic pay, multiplied by the number of years for which member reenlists.

- **Selective Reenlistment Bonus.** SRB is a retention incentive special pay awarded members serving in certain selected ratings/NECs who reenlist or extend their enlistments for at least three years. The objective of the bonus is to increase the number of reenlistments in those ratings characterized by retention levels insufficient to adequately man the career force.

SRB amounts of up to \$12,000 per bonus may be paid enlisted members





# Navy Rights & Benefits

who are serving in designated critical ratings. Certain nuclear qualified members may receive up to \$15,000 per bonus. A member may collect two bonuses, one for each eligibility zone—Zone A (for those with 21 months' service, but less than six years' service) and Zone B (for those with six to not more than 10 years' service). Selective reenlistment bonuses will be covered in detail in "Reenlistment Incentives," in a forthcoming issue of *All Hands*.

- **Hostile Fire Pay.** All Navy personnel serving ashore, on board a ship, or in an aircraft, within the limits of a hostile fire zone are eligible to receive hostile fire pay at the rate of \$65 per month. A member may not receive more than one hostile fire pay during any one month. Hostile fire pay is not awarded during time of war declared by Congress.

- **Special Pay for Nuclear Qualified Officers.** This pay is awarded in three categories: nuclear career accession bonus; nuclear qualified officer extending period of active service (continuation pay); and nuclear career annual incentive bonus.

*Nuclear career accession bonus:* Naval officers or prospective naval officers accepted for training for duty in connection with the supervision, operation and maintenance of naval nuclear propulsion plants are entitled to an accession bonus when they meet all requirements listed in the Entitlements Manual and SECNAVINST 7220.65 series. The amount of this pay may not exceed \$3,000.

*Nuclear qualified officer extending period of active duty:* Certain nuclear qualified naval officers are entitled to continuation pay when they elect to remain on active duty after completion of their initial obligated service. The amount payable is determined semi-annually by the Secretary of the Navy. The total amount may not exceed \$20,000, or \$5,000 per year for each year of the officer's additional four year active service agreement.

*Nuclear career annual incentive bonus:* Certain nuclear qualified officers are entitled to an annual incentive bonus when they meet requirements set forth in SECNAVINST 7220.65 series

concerning their qualifications. The amount payable is determined by the Secretary of the Navy and may not exceed \$4,000 for unrestricted line officers or \$2,400 for limited duty and warrant officers.

- **Special Continuation Pay for Certain Nuclear Qualified Enlisted Members.** Certain nuclear trained and qualified petty officers who reenlist are entitled to nuclear petty officer continuation pay when they meet all eligibility requirements listed in the Entitlements Manual (section 11305) and SECNAVINST 7220.72. The total amount may not exceed six months' basic pay, multiplied by the number of years of additional obligated service, or \$15,000 (whichever is less). This special pay is payable in annual installments only.

---

## Incentive Pays

---

Incentive pays are paid to those personnel engaged in certain hazardous

and specialized duties. They receive incentive pay when performing such duties as aviation duty, parachute duty or demolition duty. As in the case of all entitlements labeled "pay," incentive pay is taxable.

- **Aerial Flights.** Members under orders to participate in regular and frequent aerial flights as crew or noncrew members, who meet all requirements listed in the Entitlements Manual, are eligible for aerial flight incentive pay. Officers qualified for aviation service are not entitled to this hazardous duty incentive pay, but they may be entitled to aviation career incentive pay. Those eligible for aerial flight pay are paid at the following rates:

Officers: \$110 per month

Enlisted crew members: \$50 to \$105, depending on paygrade and time in service

Enlisted noncrew members: \$55 per month.





● **Aviation Career Incentive Pay (ACIP).** ACIP is an incentive pay for rated/designated officers and warrant officers in flight status, and is similar to other forms of continuation pay. Monthly rates range from \$100 to \$245 for officers; from \$100 to \$200 for warrant officers. In both cases, the amount depends on the number of years of aviation service in a commissioned status.

● **Submarine Duty Pay.** Navy members required by orders to perform submarine duty are entitled to this incentive pay if: attached to a submarine (including submarines belonging to foreign powers) which is in active status; qualified in submarines and assigned as a prospective crew member of a submarine under construction; qualified in submarines and undergoing periods of instruction to prepare for assignment to a submarine of advanced design or to prepare for a position of increased responsibility on a submarine; or if an operator or crew member of an operational, self-propelled submersible, including an underseas exploration and research vessel.

The monthly rate of incentive pay for enlisted members ranges from \$50 to \$105; for warrant officers, \$100 to \$165; and for officers, \$100 to \$245—each rate of pay is based on paygrade and years of service in submarines. Staff members of submarine operational commanders, whose duties require serving on a submarine during underway operations, may qualify for incentive pay at the same rate as permanent crew members.

● **Parachute, Flight Deck, Demolition, and Experimental Stress Duty.** These incentive pays are lumped together because the entitlement is the same for each, and eligibility requirements for each specify that the member must be participating in the activity. Navy personnel who perform any of the named duties are entitled to incentive pay from the day the assignment begins until the day of completion at the rate of \$55 per month for enlisted members; and \$110 per month for officers.

*Parachute duty* involves parachute jumping as an essential part of military duty.

*Flight deck duty* involves frequent and regular participation in flight deck operations on an aircraft carrier.

*Underwater demolition duty* involves duty in connection with the underwater demolition of explosives, including training for assignment. To qualify for this pay, members must be involved with underwater demolition as their primary duty.

*Experimental stress duty* involves duty in any of the following activities: subject in human acceleration or deceleration experiments; subject in thermal stress experiments; high or low pressure chamber duty at a physiological facility as a human test subject, research technician or inside-the-chamber instructor-observer.

### Other Allowances

Allowances are paid to help Navy people meet expenses incurred while on active duty. Allowances may be paid monthly or on an occasional basis, or in a one-time lump sum payment. Some are paid automatically, others require application to be made. Allowances are not taxable.

● **Clothing Allowances—**Members receive an initial clothing allowance when they enter the service or are recalled to active duty; after six months of active duty, they receive a monthly maintenance allowance. There are several types of clothing allowances based on the actual cost of clothing and situations in which special clothing may be needed. Here is a list of the allowances now in effect:

*Initial clothing monetary allowance:* ICMA generally reflects the cost of a complete seabag for recruits and, for enlisted men and women, is usually paid "in kind" in the form of a full seabag issued at recruit training commands. Enlisted men receive \$308.33; enlisted women, \$396.26.

*Partial initial clothing monetary allowance for enlisted members of the Naval Reserve below E-7 (male and female):* This allowance reflects the cost of completing a seabag for Reservists upon reporting for active duty. Enlisted men \$81.35; enlisted women \$181.97; and naval aviation cadets reverting to

enlisted status \$151.57, if ICMA was not previously paid.

*Basic maintenance allowance:* This is a monthly allowance included in regular pay after six months of active duty and until completion of three years' active duty. Enlisted men receive \$4.50; enlisted women, \$3.90.

*Standard maintenance allowance:* This regular monthly allowance is included in members' pay after three years' active service. Enlisted men \$6.60; enlisted women \$5.40. Maintenance allowance for men is higher due to more frequent replacement of uniforms.

*Special initial clothing monetary allowance:* This allowance is for those who must wear clothing of a type not required by the majority of Navy men and women. It goes to men and women upon advancement to chief petty officer, for instance. Rates vary from \$112 to \$396, depending on the situation, and payment is made in a one-time, lump sum.

*Civilian clothing monetary allowance:* Certain Navy people who are *required* (not having the option) to wear civilian clothing in performance of their duties, such as people serving in politically sensitive areas overseas where the appearance of a military uniform could be a disruptive source, receive this allowance. The lump sum payment ranges from \$215 to \$580, depending on the seasonal civilian clothing involved. Additional payments may be made for extended tours of duty.

*Special enlisted supplementary clothing allowance:* This allowance is paid to enlisted: members of the Ceremonial Guard; Navy recruiters; members on duty in the executive part of the Navy Department at the seat of government (field activities excluded); members on duty in the office of the Secretary of Defense or Office of the Joint Chiefs of Staff; recruit company commanders and recruit drill instructors; members on duty with the Naval Administration Unit, Washington, D.C.; the Bureau of Naval Personnel Career Information Liaison Team; Armed Forces Police and Permanent Shore Patrol; and the Master Chief Petty Officer of the Navy



# Navy Rights & Benefits

and Master Chief Petty Officers of the Fleet and Force. The amount ranges from \$9.95 for first class petty officers (and below) on duty at the seat of government, to \$138.50 for recruit company commanders.

*Officers' uniform and equipment allowances:* Initial uniform allowances for officers range from \$75 to \$200 depending on source of procurement (OCS, NROTC, etc.) and is payable upon first reporting for active duty—other than training—for period of more than 90 days; upon completing 14 days' active duty or active duty for training; or when an officer is commissioned in a regular component upon NROTC graduation or enters on active duty as a regular naval officer.

- **Family Separation Allowance—**This allowance is payable only to members with dependents. There are two types of FSA—Type I and Type II. A member may be entitled to both types simultaneously.

*FSA Type I* was designed to pay a member for added expenses for housing caused by enforced separation from dependents. It applies when Navy people must maintain a home for their dependents and one for themselves when on permanent duty outside the United States. It is not payable to a member permanently assigned to a duty station in Hawaii (but is payable to members serving in Alaska) or to any

duty station under permissive orders (orders taken at no cost to the government).

To qualify for this allowance, which is equal to one month's BAQ at the without-dependents rate for the affected paygrade, these general conditions must be met: transportation of dependents to the permanent duty station is not authorized at government expense; dependents do not live at or near the permanent duty station; adequate government quarters are not available for assignment to the member and the member is not assigned to inadequate government quarters or housing facilities.

*FSA Type II* was designed to compensate Navy people for added expenses incurred because of enforced separation from dependents due to permanent change of station, duty aboard ship, or temporary duty away from permanent command. Any member (E-4 with more than four years' service, or above) may receive \$30 per month when any one of the following general requirements are met: transportation of dependents is not authorized at government expense and dependents do not live near or at the new permanent duty station or home port; member is on duty aboard a ship which has been away from its home port for more than 30 consecutive days; member is TDY or TAD away from his or her permanent

station for more than 30 consecutive days and dependents do not live at or near the temporary duty station.

- **Dislocation Allowance—**Navy members may be entitled to a dislocation allowance equal to one month's BAQ when the member is transferred under PCS orders.

Members with dependents must actually relocate their families with the intention of establishing a bonafide, permanent residence at or near the new duty station. Members without dependents are entitled to this allowance if they are not assigned quarters at their new permanent duty station. Dislocation allowances are not automatically paid—members must apply at the disbursing office after arrival at the new duty station.

- **Station Allowances—**When assigned to duty overseas, members may become eligible for station allowances depending on a variety of factors such as location of assignment, nature of orders, dependency status and the overseas housing and cost-of-living situation. Station allowances are paid to those on duty outside the continental United States to offset any loss of purchasing power that occurs when stationed overseas. The allowances are authorized by the Per Diem Committee based on costs reported in the overseas area. Joint Travel Regulations, Volume I, contains specific instructions concerning the payment of station allowances. Application for these allowances is required and, in view of varying conditions and rates, members should check with their disbursing officer to determine entitlement. Station allowances are revised each year and are subject to change at any time. Generally, these are the station allowances.

*Housing and Cost of Living Allowances (HA and COLA):* These help defray the average excess costs members face while on permanent overseas duty. HA is a per diem based on the difference between BAQ and the average cost of housing (including the cost of utilities) at the overseas location, whether or not the member has dependents. COLA is based on the member's rank, the area - where located, the number of dependents and the average





living expenses (other than housing) in the United States compared to the overseas locality.

**Interim Housing Allowance (IHA):** This type of allowance may be paid when a member assigned overseas is required to contract for non-government, family-type housing before dependents arrive. An IHA is an amount determined by location which may be paid for 60 days or until the member's dependents arrive, whichever is earlier.

**Temporary Lodging Allowance (TLA):** TLA is designed to partially reimburse members for extra expenses incurred when living in hotel-type accommodations while awaiting permanent housing after reporting overseas. Also, it may be paid to members awaiting transportation back to the United States after receipt of PCS orders. Although there are provisions for extensions of TLA, the allowance is not usually paid for periods of more than 60 days after reporting to a foreign duty station or for more than 10 days when leaving an overseas station. Daily TLA rates are determined by multiplying a given area's travel per diem allowance by a percentage factor based on the number of dependents accompanying a member to the overseas duty station.

• **Travel Allowances**—There are a number of travel situations a member might face while on active duty for which the Navy will pay expenses or will, on the average, reimburse the member with appropriate travel allowances up to the limits permitted by law. Generally, anytime a member travels under orders (other than leave orders), the Navy pays for transportation. If a member has dependents and is in paygrade E-4 (with more than two years' service) or above, the members' family may travel at government expense when under PCS orders. A member, in paygrade E-4 (with less than two years' service) or below may have dependents transported at government expense if ordered to, from, or between an overseas duty station. Dependents may also travel at government expense when a member receives orders in connection with schooling for more than 20 weeks.

Because travel allowance computations are complex and the number of allowances authorized varies with each situation, Navy people should check with their personnel and disbursing offices each time they receive transfer or travel orders. Personnelmen and disbursing clerks are experts in the computation of travel allowances and are always willing to help members file their travel claims.

• **Lump Sum Leave Payments**—Upon discharge, transfer to the Fleet Reserve, or retirement, members may receive cash for accumulated leave, up to a maximum of 60 days. Effective Feb. 10, 1976, a military member can be paid no more than 60 days' accrued leave during an entire military career. Payment for accrued leave made before Feb. 10, 1976, is excluded from this limitation. Effective July 14, 1976, a member eligible for an accrued leave settlement may elect to receive payment for a portion of the accrued leave, not to exceed 60 days, and have the remaining

accrued leave carried forward to a new or extended enlistment.

The table on Computation of Accrued Leave Payment explains the conditions governing the sale of leave.

## Allotments of Pay

Allotments are big business in the Navy today. Thousands of civilian and Navy disbursing clerks around the world ensure that Navy members' allotments do what they're designed to do. Currently, there are 12 types of allotments in general use. The types and examples of each are clearly shown on the table of Examples of Allotments of Pay on page 44.

It is important for Navy people to realize that their dependents or others to whom allotments have been made do not receive an allotment check immediately after application has been made. The check is not mailed until the end of the month for which it is payable. Generally, the minimum time required for

## COMPUTATION OF ACCRUED LEAVE PAYMENT

R U L E	If member is	and member has	then compute payment for the number of days accrued leave, <u>but not more than 60</u> in a military career, to include: (note 1)			
			Basic Pay	BAS	BAQ	Personal Money Allowances (note 6)
1.	enlisted, in paygrades E-5 to E-9	dependents (note 3)	at rate applicable on date of separation (notes 2 and 4)	70 cents per day	\$1.25 per day	none
2.		no dependents			none	
3.	enlisted, in paygrades E-1 to E-4				none	
4.	officer	dependents (note 3)		\$62.80 per month (prorate for number days of accrued leave)	at rate applicable for member with dependents on date of separation (notes 4 and 5)	if officer was receiving this allowance on date of separation (limited to allowance authorized by paygrade and billet). Compute at rate payable on that date (note 4).
5.		no dependents			at rate applicable for member without dependents on date of separation (notes 4 and 5)	

NOTES: (1) When the final leave balance includes a one-half day total, compute the amount to be paid by crediting the member with one-half of a day's entitlement. Round the total to the nearest penny. (2) Do not include in basic pay the 25 percent increase authorized certain Navy members involuntarily retained beyond their EAOS. (3) A dependent on active duty is not considered a dependent in determining right to BAQ. (4) Date of separation is date of discharge, release from active duty, transfer to Reserve, or death; day before effective date of retirement; day before date of appointment as cadet or midshipman; or day before effective date of extension of enlistment. (5) Pay BAQ even though member is not receiving BAQ on date of separation because public quarters are occupied or available. (6) Cash settlement of leave accrued as of 31 Aug 1976 will be on the basis of basic pay, BAS, BAQ, and PMA as appropriate. Cash settlement of leave accrued on and after 1 Sept 1976 will be on the basis of basic pay only for all grades, officer and enlisted.



# Navy Rights & Benefits

allotments to reach payees is five to eight weeks after the member has completed the application which places the allotment in force.

Each month the Navy Finance Center receives a number of letters from dependents who report they did not receive a scheduled allotment check. In almost every instance, failure to receive an allotment check on schedule can be traced to the failure of an active duty member to notify the center of a change of address. Navy men and women should remember that when they move, and wish to receive a check at the new address, they must notify NFC before the 16th of the month.

The center suggests members use the regular change of address cards sent periodically to allotment payees for this purpose. To be on the safe side, it is also suggested that a change of address notice be filed at the local post office so the allotment check will be forwarded.

## The Finance Center's Job

Handling the financial affairs of Navy people in such diverse areas as reenlistment bonuses, entitlement claims, leave accounting, travel, bonds and so on, is the job of the Navy Finance Center in Cleveland, Ohio, and regional and local finance offices located aboard ship and around the globe. In recent years, two developments have made this job more efficient and more economical—JUMPS and PASS.

- **JUMPS (Joint Uniform Military Pay System)**—This system has been in operation for nearly three years. It provides accurate and timely fiscal information with which to better manage the Military Personnel Pay Appropriation. Before JUMPS, forecasting pays and obligations for the pay appropriation was possible only on a historically-based "guestimate" since pay was calculated and paid by more than 500 disbursing offices afloat and ashore. Since many deployed Navy people prefer to let their pay accumulate "on the books" and pay records were closed out only twice a year, it took months for the Navy to determine how much it was actually spending on personnel costs.

## Examples of Allotments of Pay, with Applicable Codes

When the type of allotment is	and member is			or is retired member not on active duty	then the period of the allotment is	
	officer	enlisted	aviation cadet		indefinite	definite
B - purchase of U.S. Savings Bond	X	X	X	X	X	
C - charity drive donation (CFC)	X	X	X			X
D - payments to dependents (note 5)	X	X	X	X	X	
N - U.S. Government Life Insurance and/or National Service Life Insurance or repayment of loan on VA insurance (note 6)	X	X	X (2)	X	X	
H - repayment of home loans	X	X	X			X
I - commercial life insurance (notes 3 & 4)	X	X	X	X	X	
L - repayment of loans to Navy Relief Society	X	X	X			X
M - Navy Mutual Aid Insurance	X	X (1)		X	X	
S - payment to financial institution for credit to allotter	X	X	X		X	
E - contributions to Post-Vietnam Era Veterans Education Assistance Program	X	X			X	
T - payment of indebtedness to U.S.	X	X	X	X	X	
U - remittance to RSFPP for retired members on active duty	X	X			X	

### NOTES:

- (1) Enlisted members may retain M allotments started in their former status as an officer.
- (2) If electing to continue NSLI purchased before becoming an aviation cadet.
- (3) Allotter's life only, including family group type plans.
- (4) Comply with service regulations (SECNAVINST 1740.2 series) before new allotment may be issued for payment of premiums on commercial life insurance. However, any such allotments in effect Sep 30, 1967, may be continued as an approved allotment.
- (5) A retired member may authorize allotments to a spouse, former spouse(s), and/or his or her child(ren) having a permanent residence other than member's own.
- (6) Payment of insurance premiums and repayment of insurance loans will be made by one NSLI or class N allotment.



Under JUMPS, the Navy's 500 field disbursing offices still hold payday twice a month, but everyone's pay is calculated in Cleveland, well in advance of actual payment. This accrual approach permits the service to obligate the MILPERS appropriation on a much more timely basis than previously possible. Disbursing offices in the field continue to make pay record changes to reflect promotions and other pay entitlement changes occurring between Cleveland's calculation and the actual payday, but the next NFC calculation reflects those changes in each member's new Leave and Earnings Statement (LES).

The monthly LES issued to Navy men and women provides an up-to-date financial tool which can be used in planning since it provides complete information about pay entitlements, allotments, deductions and taxes. So Navy people will recognize the full value of their pay and allowances, the "remarks" block on each LES periodically explains the dollar value gained as a result of non-taxable allowances.

An LES looks confusing at first glance, yet it actually is very simple to decipher. A key on the reverse side of each LES explains what the entries in each block mean. Here are some added tips for reading LESs:

In blocks 26-32 (Allotments), a one-letter code indicates the type of allotment—e.g. "D" for dependency or "S" for savings. If a person has more than six allotments, the additional ones appear in block 62 (Remarks). If the allotment is to be stopped at the end of the month, its termination date will appear in the remarks block.

Block 57 (Forecasts of amounts due) will reflect longevity increases coming up soon, or any other action affecting pay. Designed as a financial planning tool, block 57's forecasts of amounts due may differ occasionally from actual pay received because of local adjustments based on the most current entitlements.

Block 62 (Remarks) will contain a brief description of events which affect a member's pay. For example, "LSL PAID TO DATE O.ODA" indicates that the member has not sold any "lump sum leave" back to the Navy and is, therefore, entitled to sell 60 days upon reenlistment, discharge or retirement.

• PASS (Pay/Personnel Administrative Support System)—PASS provides Navy people with one-stop personnel, pay and passenger transportation service while improving personnel/pay reporting systems and simplifying such routine procedures as checking in, checking out and changing dependency status records. Additionally, the Navy expects PASS to make possible greater accuracy in pay and personnel record keeping, and greater efficiency in overall service.

Active PASS operations began in October 1977 with the establishment of PASS offices at three areas of major naval personnel concentration: Washington, D.C., San Diego, Calif., and Norfolk, Va. Based on the success of these pilot project operations, the Vice Chief of Naval Operations decided to implement PASS Navywide, beginning in January 1979.

PASS is being phased into operation in three steps. In Phase I, all active Navy military personnel offices are being consolidated and then co-located with military pay and passenger transportation offices. This provides "one-stop" shopping for military customers. PASS offices, managed by a single Personnel

LOC		MEMBERS COPY		PAGE	
S/N 0102-LF-001-6240		LEAVE AND EARNINGS STATEMENT			
1. NAME (Last First MI)		2. SSN		3. USN 68042	
4. PAY GRADE		5. PAY PERIOD		6. DATE PREP	
E5		06711123000000790823		51040601/0630780623MPN71130	
7. BP		8. BAS		9. BAS	
63150		8520CMA		810	
10. EADS DATE		11. DSSN		12. PRO COVERED	
17. BP		18. BAS		19. BAS	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34. 35. 36. 37. 38. 39. 40. 41. 42. 43. TOTAL DEDS		44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.	
0		16200		21. 22. 23. 24. 25. TOTAL ENT	
26. 27. 28. 29. 30. 31. 32. 33. TOTAL ALOTS		34.			



# Navy Rights & Benefits

Support Activity (PSA), are being established by a designated major claimant in each area, e.g., CINC-LANTFLT in Norfolk, CNET in Great Lakes, and so on.

Personnel Support Detachments (PSDs) or Branch Offices (PSBOs) are being established in areas of military concentration and these facilities will maintain pay and personnel records and handle pay, personnel and passenger transportation services. Additionally, each PSD/PSBO will be responsible to the needs and requests of the commands they serve.

Since Navywide PASS implementation was authorized, a PASS office has been established in Jacksonville, Fla. and, by the summer of 1979, offices are expected to be established in Orlando, Fla.; Pensacola, Fla.; San Francisco; Newport, R.I.; New Orleans; and Hawaii. The goal is to have all shore activities Navywide supported by a PASS network by March 1980.

Phase I affects only shore activities and shore-based components of certain

other units. A shore-based unit with an "emergency deploy" mission may be provided individuals with pay and personnel record keeping experience from local PSDs/PSBOs on a temporary duty basis during deployment periods. When the unit returns, the TEMADD personnel and records will be returned to the PSD/PSBO.

PASS Phase II provides for the development of an automated field pay, personnel and transportation reporting system (to replace the current manual system). It will provide pertinent information to field commanders and personnel managers through the newly consolidated PASS offices network. The automated system will link all field activities with the Navy Military Personnel Command in Washington, D.C., and the Navy Finance Center in Cleveland though the use of remote terminals and mini-computers in the field.

The long range goal of Phase III is full integration of the pay and personnel functions for efficient service to Navy people and for more timely and accu-

rate accounting of the pay and personnel functions.

Following full implementation of Phases I and II, it is intended that the following expanded services will be available to Navy members, to local commands and to the headquarters:

1. Prompt, efficient and courteous service at customer service units of PSDs and PSBOs.
2. One-stop pay, personnel and passenger transportation service at convenient, geographical locations.
3. Concentration of highly qualified personnel at PSDs/PSBOs to provide technical expertise in pay, personnel and passenger transportation matters.
4. Accurate maintenance of field services, pay and other personnel records.
5. Improved source data preparation for input to the Manpower and Personnel Management and Information System (MAPMIS), and JUMPS.
6. Accurate and timely management information to commands and activities to enable effective management of assigned personnel.
7. An accurate and identical pay/personnel record in the field and at headquarters.

When PASS is fully implemented, the vast majority of Navy people will be within easy walking distance of their PSDs/PSBOs. Additionally, with pay, personnel and passenger transportation functions all at the same location, less time will be lost from work for the purpose of handling pay/personnel record matters.

Functions not strictly related to pay or personnel record maintenance and reporting—such as performance evaluations, leave, manpower authorizations, non-judicial punishments, etc.—will remain with individual commands. Sufficient clerical personnel will remain at each command to adequately support "residual functions."

In the not too distant future, PASS will be expanded to include afloat units. The shipboard version of PASS will be supported by the Shipboard Non-Tactical ADP Program planned for FY-1984. ↓





# Military Monthly Basic Pay Effective Oct. 1, 1978

## YEARS OF SERVICE

PAY UNDER  
GRADE 2 2 3 4 6 8 10 12 14 16 18 20 22 26

### COMMISSIONED OFFICERS

0-10	3298.20	3414.30	3414.30	3414.30	3414.30	3545.10	3545.10	3816.90	3816.90	4089.90*	4089.90*	4363.50*	4363.50*	4635.60*
0-9	2923.20	3000.00	3063.60	3063.60	3063.60	3141.90	3141.90	3272.10	3272.10	3545.10	3545.10	3816.90	3816.90	4089.90*
0-8	2647.50	2727.00	2791.80	2791.80	2791.80	3000.00	3000.00	3141.90	3141.90	3272.10	3414.30	3545.10	3687.30	3687.30
0-7	2199.90	2349.60	2349.60	2349.60	2454.90	2454.90	2597.40	2597.40	2727.00	3000.00	3206.10	3206.10	3206.10	3206.10
0-6	1630.50	1791.90	1908.60	1908.60	1908.60	1908.60	1908.60	1908.60	1973.40	2286.00	2403.00	2454.90	2597.40	2817.00
0-5	1304.40	1531.80	1637.40	1637.40	1637.40	1637.40	1687.20	1777.50	1896.30	2038.50	2155.80	2220.60	2298.30	2298.30
0-4	1099.50	1338.30	1428.00	1428.00	1454.10	1518.90	1622.10	1713.60	1791.90	1869.90	1922.10	1922.10	1922.10	1922.10
0-3	1021.80	1142.10	1220.70	1350.90	1415.40	1466.70	1545.30	1622.10	1662.00	1662.00	1662.00	1662.00	1662.00	1662.00
0-2	890.70	972.90	1168.80	1208.10	1233.00	1233.00	1233.00	1233.00	1233.00	1233.00	1233.00	1233.00	1233.00	1233.00
0-1	773.10	804.90	972.90	972.90	972.90	972.90	972.90	972.90	972.90	972.90	972.90	972.90	972.90	972.90

### COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE SERVICE AS ENLISTED MEMBERS

0-3	0.	0.	0.	1350.90	1415.40	1466.70	1545.30	1622.10	1687.20	1687.20	1687.20	1687.20	1687.20	1687.20
0-2	0.	0.	0.	1208.10	1233.00	1272.30	1338.30	1389.90	1428.00	1428.00	1428.00	1428.00	1428.00	1428.00
0-1	0.	0.	0.	972.90	1039.20	1077.60	1116.60	1155.60	1208.10	1208.10	1208.10	1208.10	1208.10	1208.10

### WARRANT OFFICERS

W-4	1040.70	1116.60	1116.60	1142.10	1194.30	1246.80	1299.00	1389.90	1454.10	1505.70	1545.30	1596.00	1649.40	1777.50
W-3	946.20	1026.30	1026.30	1039.20	1051.50	1128.30	1194.30	1233.00	1272.30	1310.40	1350.90	1403.10	1454.10	1505.70
W-2	828.60	896.10	896.10	922.20	972.90	1026.30	1065.00	1104.00	1142.10	1182.00	1220.70	1259.40	1310.40	1310.40
W-1	690.30	791.70	791.70	857.40	896.10	934.80	972.90	1013.10	1051.50	1090.20	1128.30	1168.80	1168.80	1168.80

### ENLISTED MEMBERS

E-9	0.	0.	0.	0.	0.	0.	1182.30	1209.30	1236.90	1265.40	1293.30	1318.50	1388.10	1522.80
E-8	0.	0.	0.	0.	0.	992.10	1019.70	1047.00	1074.60	1102.50	1128.00	1155.90	1223.70	1360.20
E-7	692.70	747.60	775.50	802.20	830.10	856.20	883.50	911.10	952.20	979.20	1006.80	1019.70	1088.40	1223.70
E-6	598.20	652.20	679.50	708.00	734.40	761.40	789.30	830.10	856.20	883.50	897.00	897.00	897.00	897.00
E-5	525.30	571.50	599.40	625.50	666.30	693.60	721.20	747.60	761.40	761.40	761.40	761.40	761.40	761.40
E-4	504.90	533.10	564.30	608.40	632.40	632.40	632.40	632.40	632.40	632.40	632.40	632.40	632.40	632.40
E-3	485.40	512.10	532.80	553.80	553.80	553.80	553.80	553.80	553.80	553.80	553.80	553.80	553.80	553.80
E-2	467.40	467.40	467.40	467.40	467.40	467.40	467.40	467.40	467.40	467.40	467.40	467.40	467.40	467.40
E-1	419.40	419.40	419.40	419.40	419.40	419.40	419.40	419.40	419.40	419.40	419.40	419.40	419.40	419.40

While serving as Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, or Commandant of the Marine Corps, basic pay for this grade is \$5,114.70 regardless of cumulative years of service (see \* below).

\*Basic pay is limited to \$3,958.20 by Level V of the Executive Schedule.

Highest Enlisted Rank: While serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy, Chief Master Sergeant of the Air Force, or Sergeant Major of the Marine Corps, basic pay for this grade is \$1,851.00 regardless of the cumulative years of service.



# Mail Buoy

## Rights and Benefits

SIR: I have recently reviewed the article, "Medical and Health Care," in the January 1979 issue of *All Hands*. My compliments to the editorial and management staff of *All Hands*, both for the quality and timeliness of their excellent article. I would heartily encourage that the article become mandatory reading by each active duty officer and enlisted person.

We in OCHAMPUS believe that the key to greater acceptance of the CHAMPUS program lies in an improved beneficiary information and educational program. Toward this end, considerable effort is currently ongoing toward better beneficiary information and education at the OCHAMPUS, ASD and Military Departments level. A joint OCHAMPUS/Surgeons General Health Benefits Advisors Workshops concept has been established. The main thrust is aimed at insuring that there is a person at each Military Medical Activity who is knowledgeable in both the Direct Care System program benefits and CHAMPUS, and can provide that timely transition when it becomes necessary to refer a patient to the civilian sector for care. Accurate and timely information is vital to the patient at this point.

Additionally, a CHAMPUS handbook is

currently being distributed through the Military Departments by individual mailings to the retired community, and a bulk distribution to the CHAMPUS Fiscal Intermediary community aimed at a saturated distribution for each eligible beneficiary. An ongoing "CHAMPUS Information Committee" consisting of representatives from ASD(HA), ASD(PA), OCHAMPUS and the Offices of the Surgeons General is studying ways and means to further enhance the beneficiary information/education program as a coordinated effort between the Uniformed Services Health Benefit Program and OCHAMPUS.—CAPT M.F. Tanner, MSC.

## Patron Saint of Seamen

SIR: I am curious about your designation of St. Nicholas (January *All Hands*) as the "patron saint of seamen," because I have always been under the impression that the patron saint or guardian of sailors was St. Elmo. I have had a look at *The Oxford Companion to Ships and the Sea* (LCDR Peter Kemp, RN, Ed.) in the entry relating to St. Elmo's fire and found the following:

"The name St. Elmo is by some believed to be a corruption of St. Erasmus, a martyr of c. 303 and a patron saint of Mediterranean sailors...St. Elmo's fire was regarded by most superstitious seaman as a good omen..."

Commander Kemp goes on to say that St. Elmo's fire was not universally regarded as a good omen, and indeed some sailors would not look directly at it for fear of dying within the ensuing day. It has always been my impression that this phenomenon was regarded as benevolent and that St. Elmo was the guardian or patron of mariners. Am I incorrect?—LCDR Alexander G. Monroe, USNR.

• No, after checking a number of references listing patron saints, we give the honor of being Patron Saint of Seamen to St. Elmo, just as you did. All of our research led to either St. Elmo or St. Brendan, the Navigator.—ED.

## Reunions

• *USS Philippine Sea* (CVA 47)—Reunion Oct. 19, 1979, in Jacksonville, Fla. Contact A.G. LeBaron, Box 668, Moulton, Ala. 35650.

• *Fraternal Order UDT/SEAL, Inc.*—Reunion July 20-22, 1979, in Little Creek, Va. Contact R.P. Clark, 3540 Hilber St., Virginia Beach, Va. 23452.

• *USS ABSD I*—8th reunion July 27-29, 1979, in San Antonio, Texas. Contact C.E. Patterson Jr., 10355 Chevy Chase Circle, Houston, Texas 77042.

• *USS Norton Sound* (AV 11)—8th reunion Aug. 2-5, 1979, in Port Hueneme, Calif. Contact USS Norton Sound Association, P.O. Box 487, Port Hueneme, Calif. 93041.

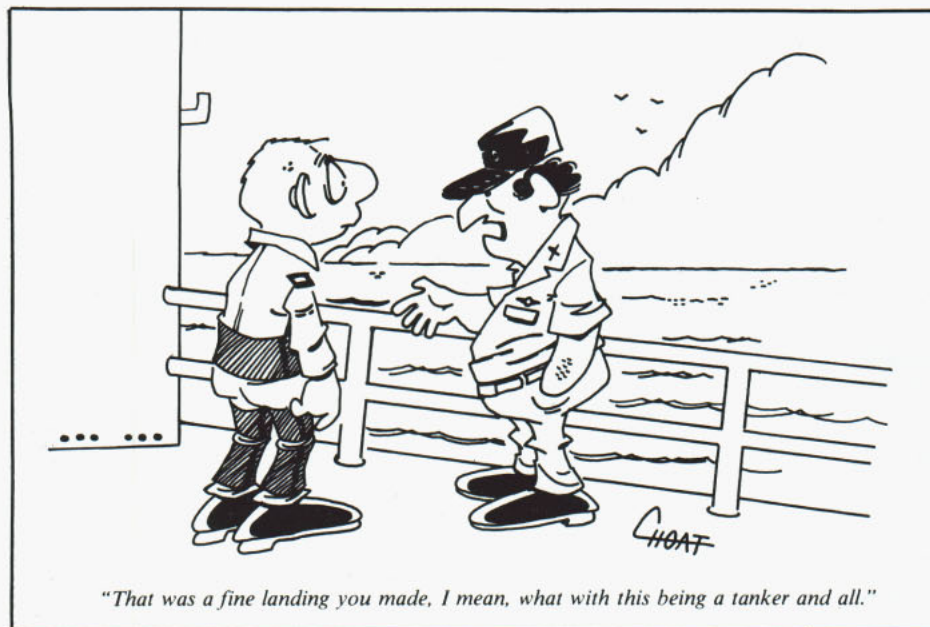
• *USS Sabine* (AO 25)—Reunion July 5-7, 1979, in Helena, Mont. Contact Richard E. Fahler, Star City, Ind. 46985.

• *USS Vincennes* (CA 44/CL 64)—Reunion Aug. 7-9, 1979, in Vincennes, Ind. Contact Peter H. Capp, 1014 Augusta St., Elizabeth, N.J. 07201.

• *USS The Sullivans* (DD 537)—8th reunion Aug. 10-12, 1979, in Buffalo, N.Y. Contact Robert R. Sander, 325 Thatcher Ave., River Forest, Ill. 60305.

• *USS Emmons* (DD 457/DMS 22)—Possible reunion for former shipmates. Contact David Jensen, 87 26 259 St., Floral Park, N.Y. 11001.

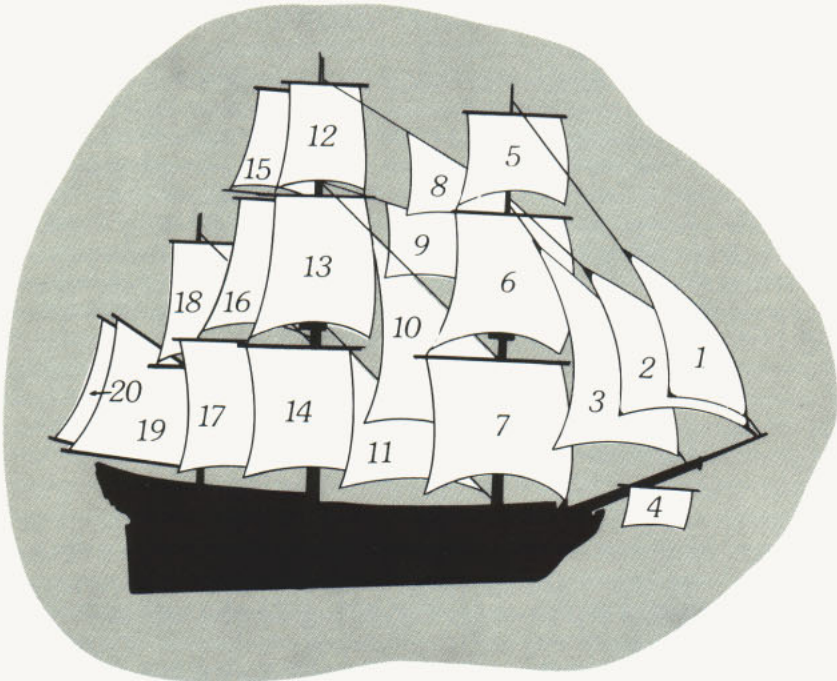
• *USS Los Angeles* (CA 135)—Reunion June 21-24, 1979, in San Jose, Calif. Contact L.A. Harris, 1107 2nd Avenue, #613, Redwood City, Calif. 94063.





# Stern Shots

Here's a chance for weekend sailors and readers of sea stories to test their knowledge of a sailing ship's sail plan. Try to match the numbered sails with those listed below.



- \_\_\_\_\_ Fore topmast staysail
- \_\_\_\_\_ Main topgallant sail
- \_\_\_\_\_ Ringtail
- \_\_\_\_\_ Main staysail
- \_\_\_\_\_ Main topmast studding sail
- \_\_\_\_\_ Forecourse
- \_\_\_\_\_ Main topgallant staysail
- \_\_\_\_\_ Flying jib
- \_\_\_\_\_ Mizzen topsail
- \_\_\_\_\_ Spritsail
- \_\_\_\_\_ Main course
- \_\_\_\_\_ Main topmast staysail
- \_\_\_\_\_ Fore topgallant sail
- \_\_\_\_\_ Middle staysail
- \_\_\_\_\_ Jib
- \_\_\_\_\_ Main studding sail

- \_\_\_\_\_ Fore topsail
- \_\_\_\_\_ Driver
- \_\_\_\_\_ Main topsail
- \_\_\_\_\_ Main topgallant studding sail

ANSWERS: 1—flying jib; 2—jib; 3—fore topmast staysail; 4—spritsail; 5—fore topgallant sail; 6—fore topsail; 7—forecourse; 8—main topgallant staysail; 9—middle staysail; 10—main topmast staysail; 11—main staysail; 12—main topgallant sail; 13—main topsail; 14—main course; 15—main topgallant studding sail; 16—main topmast studding sail; 17—main studding sail; 18—mizzen topsail; 19—driver; and 20—ringtail.





They 'Run' on Pride • see page 32